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CAUT ACPPU
BULLETIN

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Bishop's Organizes Contract Staff

AFTER a ten-day organizing campaign, the Association of Professors of Bishop's University has applied for certification of a new bargaining unit for contract academic staff.

According to organizing campaign leader Thomas Hood, the drive was initiated by a group of part-time instructors who have long been frustrated with the low wages, job insecurity, and lack of resources for people teaching on contract at Bishop's.

"We were very frustrated when negotiations in the fall between the administration and the regular faculty produced no significant improvements for the contract staff," said Hood, a part-time instructor in philosophy. "It became clear that there would be no improvement in our situation unless we organized."

Hood said they looked at several different ways of organizing, but were pleased when the regular faculty members decided on their

See BISHOP'S Page 4

Budget Gets Failing Grade in Education

THE $2.5 billion supplement to the Canada Health and Social Transfer (CHST) announced in February's federal budget does almost nothing to address problems created by seven years of budget cuts and may not even translate into any increased funding for post-secondary education, CAUT is warning.

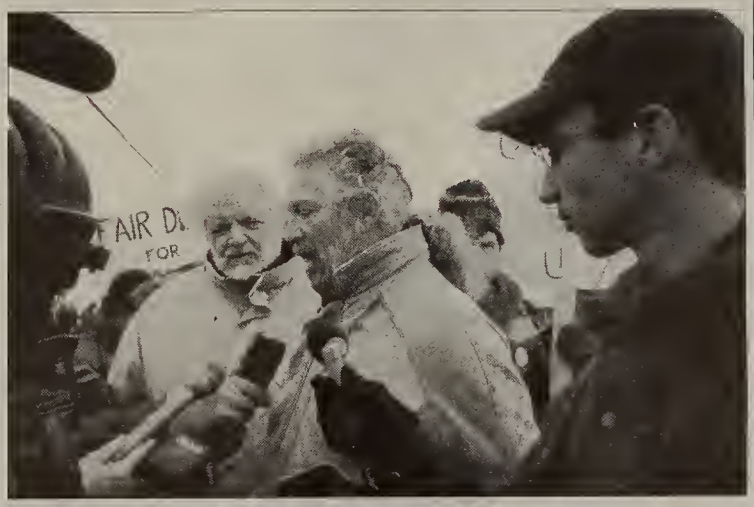
"What appears to be extra money is really a smokescreen to hide unprecedented tax cuts that will prevent the government from maintaining Canada's public health and education systems," said CAUT president Bill Graham.

"This is only a one-time increase that does not address the ongoing crisis in funding, and the amount of money being offered does not come anywhere near to reversing past cuts. It won't even cover inflation."

Graham noted the extra CHST funds, if allocated along their historical proportions and actually spent, might mean an increase of about $100 million for post-sec-

See FEDERAL BUDGET Page 3

UCCB Talks Break Down



On the picket line — FAUT president Michael Manson and CAUT president Bill Graham talk to reporters.

Conciliation fails — government appoints mediator.

CONCILIATION talks at the University College of Cape Breton failed March 8 when the administration broke off negotiations. The government responded by appointing a mediator — a step supported by the faculty association to help end the strike and lock out as quickly as possible, and allow students to get back to the classroom.

The 115 members of the Faculty Association of University Teachers have been on strike since Feb. 11.

Talks failed over both monetary and non-monetary issues. The university tabled unacceptable articles on working conditions involving job security, and promotion and tenure, and tabled a monetary package which faculty association president Michael Manson called "grossly inadequate."

Manson said if the association had accepted the employer's most recent salary offer, it would have left the faculty, librarians, lab instructors and specialists at UCCB some 30 per cent below the provincial average by the end of the contract.

"The association has made major concessions on working conditions during conciliation over the last four days in order to move this process to a resolution. But the administration's most recent salary offer is an insult to the members," he said.

"At this rate the possibility of achieving parity even by the end of the next contract has disappeared."

The UCCB faculty members haven't had a wage increase since 1989 and have been negotiating for almost four years. After negotiations reached an impasse in mid-January, the academic staff voted 97 per cent for a strike.

"The members of the association went on strike to preserve the quality of education at UCCB. The employer's last salary offer and their refusal to discuss the outstanding working conditions are a clear message to the people of Cape Breton of the employer's lack of concern for the quality of education at UCCB," Manson said. "Unless the employer has a change of heart, the consequences of their actions will be devastating not only to the students who are now faced with the possibility of losing their year, but also to the future of UCCB and Cape Breton."

Faculty associations from across Canada have rallied behind their colleagues at UCCB. Messages of support and financial assistance have flooded into the strike headquarters in Sydney.

Faculty members at UCCB are more committed than ever to achieving a just and equitable settlement.

The CAUT Defence Fund has arranged two visits from member associations to show solidarity on the picket lines.

CAUT president Bill Graham said the support for the UCCB faculty association indicates that all CAUT members recognize the significance of this strike. "It is about winning fair wage increases for the most poorly paid faculty in the country and winning assurances of academic freedom and due process that are commonplace at virtually every other Canadian university," Graham said.

Neil Tudiver, CAUT's chief negotiations officer who has been assisting the faculty association in bargaining, marvels at the breadth of community support and at the solidarity of the membership. "After four weeks on the line, the members are more committed than ever to achieving a just and equitable settlement," Tudiver said. " Support from the community is unlike anything I have ever seen." ■

L'ABPPUM en grève à Moncton

Par GREG ALLAIN

LES trois cents membres de l'Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABPPUM) sont en grève depuis le 2 mars dernier. Il s'agit d'une grève historique, puisque c'est la première dans l'histoire de notre établissement.

Le 28 février, réunis en assemblée générale extraordinaire, plus de 250 membres de l'ABPPUM avaient rejeté les dernières offres patronales lors d'un vote à main levée. Par la suite, lors d'un scrutin secret, 86,8 p. 100 des votants, représentant 98 p. 100 des membres, avaient donné le mandat à leur exécutif de déclencher la grève.

L'Université de Moncton est la seule université francophone du Nouveau-Brunswick et dessert principalement la population acadienne.

Nous demandons la parité salariale avec nos collègues des autres universités de la province. Nous gagnons présentement 20 p. 100 de moins, en moyenne, que nos collègues anglophones. Un rattrapage important doit être accordé afin de combler cet écart inacceptable.

Dans notre dernier contrat de travail de quatre ans, expirant le 30 juin 1999, les augmentations annuelles de salaire avaient été de 0 p. 100, 0 p. 100, 0 p. 100, et 1,5 p. 100, donc même pas suffisantes pour couvrir l'augmentation du coût de la vie. De plus, le recrutement de nouveaux effectifs professoraux pour remplacer les départs à la retraite devient de plus en plus difficile, compte tenu des salaires non-compétitifs offerts ici.

Nous revendiquons également de meilleures conditions de travail, notamment au chapitre de la charge de travail et du soutien à la

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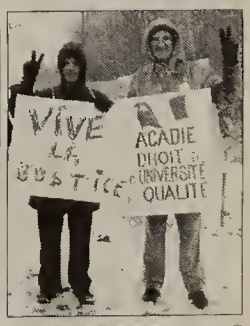

Nos universités, notre avenir.

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CAUT ACPPU
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The Future of PSE at Stake

AFTER an auspicious beginning, February turned into a bad month for post-secondary education in Canada. The highpoint was Feb. 2 when the Canadian Federation of Students held lively Access 2000 events in more than 50 cities in support of better public funding and more accessibility. But, by the end of the month Paul Martin and Mike Harris gave the back of their hand to Canada's faculty, students and academic staff.

Most disappointing was the federal budget which signalled a dramatic shift in federal government priorities. It not only reneged on the Liberal pledge to devote half of the surplus to renewed spending, but also continued Ottawa's withdrawal of support from post-secondary education, health care, and other social programs at a time when the cuts of the 1990s could have been reversed.

As a result of measures taken in the federal budget, program spending will increase only marginally next year and actually fall as a share of Gross Domestic Product from 12.2 per cent to 11.6 per cent – the lowest level as a share of the economy since the 1950s.

For post-secondary education, the news was particularly unpleasant – despite some gratuitous references to its importance in budget documents. Out of every dollar in surplus the Finance Minister anticipated over the next five years, he pledged less than half a cent for core funding of post-secondary education – and even that depends on the willingness of provinces to spend the unconditional CHST transfer as the feds have suggested.

Meanwhile, Martin committed the government to an ongoing and multi-year tax reduction plan that guarantees the bulk of future surpluses will go to tax cuts rather than renewed spending and investment. This effectively ties the hands of future governments by emptying the public purse of the funds needed to sustain strong public systems of post-secondary education, health care and social programs.

For research, Martin proudly promised an additional $900 million for the Canadian Foundation for Innovation (CFI) while hoping people would ignore that there was no new money for the granting councils.

The significance of this should not be lost. Martin starves the principal funders of basic research – the granting councils for social sciences and humanities, natural sciences and engineering, and medicine and health – while pouring close to a billion additional dollars into a program over which "partners" have an effective veto. Under CFI rules, a researcher has to raise 60 cents from a partner (often a private corporation) for every 40 cents in public money.

The budget's expansion of plans for 2,000 Canada Research Chairs addresses the need for more faculty. But questions remain about initial indications these faculty will not teach and that Canada's two-tier hiring process (making jobs available to Canadians first) will be bypassed. There is some irony in lifting this requirement since part of the rationale for the program was to stem the alleged "brain drain" from Canada.

The bad news from the federal government was matched by Ontario's premier who proudly announced that universities produce great thinkers but do not prepare people for work. His government then announced a $1.4 billion building program (half to come from the private sector) which is the largest investment in post-secondary education in a generation.

The money is being used to transform post-secondary education – pouring money into high-tech courses at major universities and colleges, while starving the liberal arts and smaller institutions that focus on them. Harris seems to feel that students not interested in university degrees in applied fields should take job-oriented diplomas at community colleges – and even there the limited emphasis on a general education should be abandoned.

Both governments seem to have no awareness of the vital role post-secondary education plays in a democratic society. Nor does either recognize the long-term consequences of government underfunding and the narrowing of the university's mission to that of a servant for the corporate sector.

CAUT's public awareness campaign is directed to changing federal government agendas. Recent polls suggest we have strong public support. The four-page insert in this edition of the *Bulletin* shows an unprecedented number of our colleagues are prepared to speak out. Our universities and colleges are too important to allow them to be deformed by short-sighted politicians and their misguided policies. This is one struggle we can win, and we will. ■

L'ABPPUM en grève à Moncton

☞ Suite de la PAGE 1

recherche. Nous réclamons aussi une gestion participative où la voix du corps professoral serait entendue dans les grands dossiers touchant l'avenir de notre institution. Bref, nous voulons une université de qualité pour la population acadienne et francophone du Nouveau-Brunswick et d'ailleurs.

Dans une rencontre de 6 minutes le 8 mars l'administration a rejetté cavalièrement les dernières offres de l'ABPPUM.

Bill Graham, président de l'ACPPU, est venu supporter les membres de l'ABPPUM. Il nous a assuré de l'appui inconditionnel de nos collègues canadiens tout en mentionnant l'importance et la justesse de notre cause.

L'organisation de la grève fonctionne très bien. Nos piquets de grève sont installés autour du campus, nos divers comités (transport, piquetage, communication, logistique, etc.) sont très efficaces et le moral est excellent. Malgré nous, c'est l'occasion d'échanger entre nous dans l'humour, la convivialité et la créativité.

J'aimerais souligner ici les nombreux appuis reçus à ce jour, le soutien précieux et indéfectible de l'ACPPU avec qui nous sommes en contact régulier, la Caisse de défense de l'ACPPU, et les importants moyens financiers qu'elle a mis à notre disposition, notamment le versement d'indemnités de grève, un prêt pour assurer le paiement des cotisations des avantages sociaux et une marge de crédit générale d'un million de dollars, les associations de collègues d'universités de la région et du reste du Canada : à tous ces groupes, un grand merci pour leur soutien et leur solidarité.

Grâce à tous ces appuis, nous nous sentons encore plus forts et déterminés à lutter aussi longtemps qu'il le faudra pour obtenir la justice et le respect. ■

Greg Allain est président de l'Association des bibliothécaires, des professeures et professeurs de l'Université de Moncton.

Vous trouverez plus d'information sur la grève en visitant le site de l'ABPPUM : www.abppumnegos.net.

EI Campaign for Education

EDUCATION International's Global Action Week for Education (from 3 to 8 April 2000) forms part of the new Global Campaign for Education launched in mid-October to mobilize public pressure on governments to fulfil their promises to provide free, quality education for all.

EI's campaign and action week coincide with the World Education Forum taking place in Dakar at the end of April, and the World Summit on Development Review, to be held during a special UN session in Geneva at the end of June 2000.

In Dakar the governments of both developing and industrialized nations will review the plans and promises they made 10 years ago in Thailand, to ensure basic education for all children by the year 2000. Many of the promises have remained unfulfilled and today more than 125 million children are without schooling.

At the UN conference governments will review the commitments they made five years ago at the Social Summit in Copenhagen. These commitments included the achievement of universal basic education for all.

"We must make every effort to ensure that the good intentions and promises are finally put into action when the international community gets together, in Dakar in April and in Geneva in June, to discuss how to resolve the education crisis," said EI general secretary Fred van Leeuwen.

Activities planned for the action week include demonstrations, petitions, meetings with public officials, and public forums. Pressing issues of particular concern to CAUT are privatization and the status of teachers. "The success of the Action Week, will largely depend on initiatives taken by EI member organizations worldwide," Leeuwen said.

Member unions have been asked to lobby their governments seeking support for EI's 1998 resolution to promote as a matter of priority, universal, quality public education. Many national partner organizations associated with Oxfam International, ActionAid, and the Global March against Child Labour have already committed themselves to take part in the Action Week. ■

Moncton Faculty & Librarians Take to the Picket Line

MONCTON's librarians and professors went on strike Mar. 2, for the first time in the history of the university.

The central issue is salaries. The 300 striking members of the Association des bibliothécaires, des professeures et professeurs de l'Université de Moncton, who have been without a contract since June 1999, are seeking wage parity with their provincial counterparts. The salary difference is about 20 per cent, said ABPPUM president Greg Allain, and "considerable salary increases are in order."

Allain said the salary settlement reached during the last round of bargaining four years ago was hardly enough to cover the increase in the cost of living. "In our last contract, annual salary increases were 0 per cent, 0 per cent, 0 per cent and 1.5 per cent. The francophones and Acadians of New Brunswick deserve a first-rate university, but, given the uncompetitive salaries offered by our institution, it has become more and more difficult to replace retiring professors."

While faculty have stated that low wage rates are the major catalyst for the strike, Allain said ABPPUM also wants agreement on working conditions. "This is not just a strike about salaries. Workload, research assistance, and governance are all important unresolved non-monetary issues." The association is asking for a consultative-style management that would allow it to have a say in matters that affect the future of the institution.

On the picket lines the mood is jubilant. "The strike itself is going on without a hitch," said Allain. "The members are doing a great job, and morale is very high."

At press time, talks between the university and the professors had broken off. "In the space of a six minute meeting, the administration rejected our latest counter proposal," Alain said.

The CAUT Defence Fund trustees have authorized strike benefits, a loan to cover insured benefits, and a line of credit of $1 million.

Moral and financial support from colleagues across the country is pouring in and CAUT has pledged whatever support is necessary. "Our spirits are buoyed by the show of support and solidarity from our faculty colleagues," said Allain. "It helps make us stronger and more determined to fight as long as we have to in order to achieve fairness and respect." ■

Moncton — Picketers brave sub-zero temperatures in the first-ever faculty walkout at the francophone university.

Federal Budget 2000 Gets Failing Grade

From PAGE 1

ondary education per year. Ottawa has already cut cash transfers from education by an estimated $1.6 billion since 1993.

Even with the extra funding, he said, there is no guarantee that the money would find its way to Canada's colleges and universities.

"The problem is the CHST is a fundamentally flawed funding mechanism. Where or how and even if the extra money is spent, let alone spent on post-secondary education, is left largely to the provinces. In many cases, the extra cash will likely be used to finance provincial tax cuts."

The Budget Plan 2000

Graham added that in place of the CHST which is an unconditional block fund for health care, post-secondary education, and social services, the federal government should provide three separate funding envelopes with specific conditions attached to ensure greater accountability.

"Ottawa needs to reconsider not just the level of funding, but also the mechanism and rules by which those funds are dispensed," he said.

The announcement of $900 million in new funding for the Canada Foundation for Innovation and $360 million for the 21st Century Research Chairs was also greeted with skepticism and concern, particularly with no additional support announced for the three granting councils.

Humanities and Social Sciences Federation of Canada president Louise Forsyth said the government continues to take an ad hoc approach to funding Canada's largest research community.

"Despite claiming to promote leading edge research and innovation in universities, Ottawa has tied the hands of 25,000 researchers in the humanities and social sciences," she said.

Student groups also expressed their frustration with the budget, saying the government missed an important opportunity to fix the funding crisis in post-secondary education by squandering the surplus on tax cuts. "It's outrageous that this government is cutting taxes for the wealthy while many poor and middle income Canadians are graduating from university $30,000 and $40,000 in debt," said Michael Conlon, chairperson of the Canadian Federation of Students.

Many critics took aim at the massive five-year, $60 billion tax cut outlined in the budget that includes the full re-indexation of the tax system, an increase in the thresholds of the top two tax brackets, a 3 per cent cut in the middle income tax bracket, an increase in the basic personal amount, the elimination of the 5 per cent high income surtax, and more generous treatment of income from capital gains and stock options.

"These tax cuts are irresponsible and short-sighted," said Conlon. "The elimination of the high income surtax will cost $650 million, or more than twice the increase for post-secondary education." ■

The Budget Plan 2000 is available free at www.fin.gc.ca. Additional CAUT reaction and commentary can be found at www.caut.ca.

Education Moving Out of Reach

CAUT's latest *Education Review* warns higher education is moving beyond the reach of more Canadian families.

CANADIAN families are increasingly finding the prospect of a university or college education for their children moving beyond their reach, concludes a report released in February by CAUT.

Out of Reach: Trends in Household Spending on Education finds that Canadian households have dramatically increased their education-related expenditures in recent years, primarily as a result of rising university and college tuition fees.

"The soaring cost of post-secondary education has placed a considerable burden on low- and middle-income households," the report concludes. "If current trends continue, access to post-secondary education will be increasingly divided along income lines."

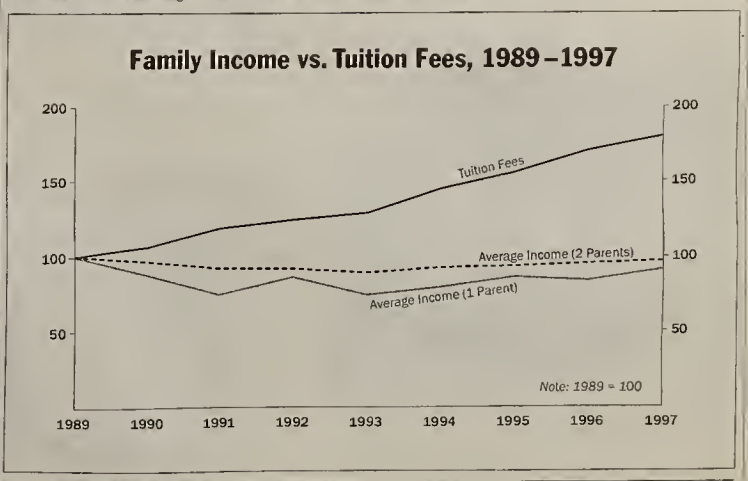
The study reports that between 1992 and 1998, following a wave of government cuts, education-related expenditures were the most rapidly rising component of all household spending, growing by nearly 40 per cent when adjusted for inflation. By contrast, total household spending on all items rose less than 4 per cent over the same period.

"What's particularly troubling is that out-of-pocket spending on post-secondary education has ballooned at the same time that household incomes have declined," noted CAUT president Bill Graham. "Low- and middle-income families are now paying a far greater share of their disposable income in tuition. The situation is simply not sustainable."

According to the report, the rise in education-related expenditures is almost entirely the result of the rapid increase in post-secondary tuition fees. Households reporting spending on university and college tuition were paying 60 per cent more in real terms in 1998 than in 1992 with lower- and middle-income households paying considerably more of their after-tax disposable income to finance post-secondary education.

Graham said the federal and provincial governments need to recognize that soaring costs mean many Canadian families may have already rejected the idea of their children pursuing post-secondary education.

"Governments must address the basic cause of the problem — the cuts to core public funding of Canada's colleges and universities," he said. ■



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NEWS

Trent Faculty Ratify New Agreement

A NEW three-year collective agreement ratified in February at Trent University brings no immediate salary gain for bargaining unit members. The salary scales for faculty and librarians were revised Feb. 1, 1999, and will now be adjusted each year of the contract according to a disparity correction and parity maintenance formula.

Using data from an Ontario universities comparison group future salaries will be adjusted as follows: on June 30 each contract year an across-the-board scale adjustment equal to the disparity between average salaries at Trent and average salaries in the Ontario system based on Statistics Canada data for faculty salaries for the immediately preceding academic year; on June 30 each contract year an across-the-board scale adjustment for parity maintenance equal to the system average base salary adjustment for that contract year. Contract language includes amendments regarding salary parity to define the salary adjustments, the methods for calculating components of salary adjustments and the implementation of a dispute resolution mechanism.

Other provisions include: externally-funded, noncompetitive academic appointees to be members of the bargaining unit; research leave, based on banked course releases; annual flexible benefits plan credit increased to $200 effective July 1, 2000; annual vision care benefit of $200 effective July 1, 2000; and annual professional expense fund of $800. ■

Contract Academic Staff Organize at Bishop's

☞ From PAGE 1

own initiative to invite contract staff to join them in the APBU, which "was our first preference."

At a February meeting of the association, the full-time faculty members voted overwhelmingly to offer membership to all academic staff who provide instruction. Encouraged by this demonstration of solidarity from their full-time colleagues, the group began contacting potential members to urge them to sign membership cards.

Ten days later, the organizers had signed up 85 per cent of the bargaining unit, which includes part-time instructors, tutors in the English writing program, and music instructors. Organizers anticipate an additional 5 per cent will sign cards while the certification application is being processed.

APBU president Loretta Czernis said the new membership can help to reinvigorate the APBU. "It is an exciting time for us."

She said the contract academic staff will need to develop a union identity. "They are a newly-formed bargaining unit but many of them have never met. They need to focus on a common future as a collective around the aims and principles that the APBU has defended over the past 26 years. These include rights to intellectual freedom, a strong voice in university governance and fair wages and benefits."

The association is now awaiting the results of its application for certification. Anticipating a successful result, the union is surveying the new members about their priorities for first contract negotiations, which will take place at the same time as the full-time faculty and librarians' contract talks.

Both full-time and contract academic staffs are confident that presenting a united front will help both units achieve success at the bargaining table.

"My advice to other part-time instructors in Canada is to take the bull by the horns and organize now," said Hood. "The difference between the treatment of contract faculty and that of the regular faculty has reached absurd and scandalous proportions.

Part-timers — Take the bull by the horns and organize now.

"Our experience shows that under the right circumstances, and with the help of CAUT, the task of organizing can be accomplished very quickly."

Hood said a lot of work lies ahead, but he has no doubt that "we will be able to improve our working conditions at the university." ■

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NEWS

Private Funding Impacts Research Integrity

Researchers need to ensure their work benefits the public good and not the bottom line of corporations.

FACULTY need to critically reexamine and resist the growing links between universities and private industry, participants at a two-day conference examining the increasing corporate influence over Canada's colleges and universities heard in March.

The Winnipeg conference, organized by the Manitoba Organization of Faculty Associations, drew more than 100 university teachers, researchers, students and members of the local community concerned about the impact of private funding on academic freedom and research integrity.

"For the past decade, the federal government has aggressively encouraged closer ties between university researchers and industry," noted Robert Chernomas, president of MOFA. "Ottawa has cut research grants while developing new programs like the Canada Foundation for Innovation which require researchers to seek out partnerships with corporations."

Chernomas noted that the most recent federal budget contained no new money for the granting council while enriching the coffers of the CFI by $900 million, and therefore furthering the "ongoing privatization of Canada's public research program."

Organizers say the idea for the conference was sparked last year when biotechnology giant Monsanto Corporation reached a deal with the University of Manitoba to construct a multimillion dollar crop development research facility on campus.

Speakers warned that the presence of Monsanto, which produces controversial pharmaceutical products, herbicides and genetically engineered crops, could spell serious consequences for university researchers.

"I studied my entire life to reach the pinnacle of my profession," remarked Martha Crouch, a plant biologist from Indiana. "And I consulted with corporations interested in my work. Then one day I found out the scientific research I was doing had created the roadmap for these corporations to apply my results for profit, and in the process to destroy large parts of the tropical rainforest."

Crouch has since quit doing her research because she thinks it can no longer be done ethically.

Claire Polster, from the University of Regina, told those attending the wrap-up session of the conference that university researchers need to take steps to ensure that their work benefits "the broad public interest, and not the bottom line of corporations." ■

Equity News

Native Women Face Unique Challenges

A RECENT study by Professor Carolyn Kenny and two of her colleagues at Simon Fraser University reveals that for many aboriginal women the challenges of juggling work, family and education are also complicated by the challenges of trying to sustain meaningful cultural ties.

Kenny found that these often competing demands are not recognized by employers, educators or members of their own communities, forcing many aboriginal women to make difficult choices and decisions in their careers that others do not have to consider.

Kenny's study, which has resulted in a comprehensive document containing recommendations for Status of Women Canada and the Assembly of First Nations for future policy development, advocates the creation of direct funding for aboriginal women within their own communities to attempt to alleviate some of the pressures involved in maintaining strong cultural ties while developing their careers.

Some of the stories uncovered by the two year study, which included interviews with 110 aboriginal women living in rural and urban communities across the country, document the conflicts involved in participating in cultural practices like the commemoration of deaths of important community leaders that last up to a week with employers who were unwilling to give them the necessary time off.

There were also the conflicts raised with members of their own communities who felt threatened by the academic success of aboriginal women and rejected them. The women are therefore faced with barriers that were uniquely related to their circumstances and experiences, often making realizing career ambitions a costly goal to achieve.

The policy opportunities raised by the interaction of such strong forces in the lives of native women demand attention by policy makers and educators so that the potential contributions to their cultures, careers and personal lives are not lost or lessened by the barriers they face. In the wake of the commemoration of International Women's Day and the International Day for the Elimination of Racism in March, the intersections of the lives of aboriginal women should be highlighted both for their successes and challenges. ■

Le budget ne cache aucun trésor pour l'éducation

Le supplément de 2,5 milliards de dollars pour le Transfert canadien en matière de santé et de programmes sociaux (TCSPS), annoncé dans le budget fédéral de février, n'offre presque rien pour résoudre les problèmes créés par sept années de compressions budgétaires et n'entraînera peut-être aucune hausse de fonds pour l'enseignement postsecondaire, prévient l'ACPPU.

«Ce qui semble être des sommes supplémentaires n'est en fait qu'un écran de fumée pour camoufler des réductions d'impôt sans précédent qui empêcheront le gouvernement de soutenir les systèmes de santé et d'éducation publics du Canada», a déclaré le président de l'ACPPU, Bill Graham.

«Cette augmentation unique ne règle pas la crise continue du financement et les sommes injectées n'arrivent même pas à rétablir les pertes subies par les compressions antérieures. Elles ne couvrent même pas l'inflation. »

M. Graham a fait remarquer que les crédits supplémentaires pour le TCSPS, s'ils sont dépensés en fonction de la répartition traditionnelle, pourraient représenter une hausse d'environ 100 millions de dollars par année au titre de l'enseignement postsecondaire. Le gouvernement fédéral, toutefois, a déjà réduit les paiements en espèces au titre de l'enseignement postsecondaire d'environ 1,6 milliards de dollars depuis 1993.

Selon lui, malgré ces nouveaux crédits, rien ne garantit que ces sommes seront versées aux collèges et aux universités du Canada.

«Le TCSPS est un mécanisme de financement fondamentalement vicié. Les provinces ont pleine liberté pour disposer des crédits supplémentaires, sans parler de l'enseignement postsecondaire. Dans bien des cas, il est fort probable que les sommes additionnelles serviront à financer les réductions d'impôt des provinces.»

M. Graham a ajouté que le gouvernement aurait dû remplacer le TCSPS, qui est un mécanisme de financement global et inconditionnel pour la santé, l'enseignement postsecondaire et les services sociaux, par trois enveloppes distinctes assorties de conditions précises pour assurer une plus grande imputabilité.

«Ottawa doit examiner à nouveau non seulement le niveau de financement mais le mécanisme et les règles qui régissent l'impartition des crédits», a-t-il soutenu.

L'annonce des 900 millions de dollars en nouveaux crédits pour la Fondation canadienne pour l'innovation et des 360 millions de dollars pour les chaires de recherche du 21e siècle a été accueillie avec scepticisme et inquiétude, en particulier en ce qui concerne les trois conseils de recherches qui ne recevront aucune somme supplémentaire.

Louise Forsyth, présidente de la Fédération canadienne des sciences humaines et sociales, a déclaré que le gouvernement continuait d'improviser en matière de financement de la plus grande communauté de recherche au Canada.

«Malgré le fait qu'il revendique la promotion d'une recherche de pointe et de l'innovation dans les universités, le gouvernement vient d'immobiliser les 25 000 chercheurs en sciences humaines et sociales», a-t-elle ajouté.

Les groupes étudiants ont également fait part de leur frustration en faisant remarquer que le gouvernement avait raté une belle occasion de régler la crise dans le secteur de l'enseignement postsecondaire en gaspillant les surplus pour réduire les impôts.

«Il est scandaleux que le gouvernement réduise les impôts des nantis alors que de nombreux Canadiens et Canadiennes à faible et à moyen revenu sortent des universités endettés de 30 000 $ à 40 000 $», a déclaré Michael Colon, président de la Fédération canadienne des étudiantes et étudiants.

De nombreuses personnes ont critiqué les réductions considérables de 60 milliards de dollars, étalées sur cinq ans, qui comprennent le rétablissement intégral de l'indexation du régime fiscal, une hausse des seuils du revenu au-delà desquels les deux taux d'imposition supérieurs s'appliquent, une baisse de 3 p. 100 du taux d'imposition intermédiaire, une hausse du montant personnel de base, l'élimination de la surtaxe de 5 p. 100 frappant les salariés à revenu élevé et un traitement plus généreux du revenu provenant des gains en capital et des options sur actions.

«Ces réductions d'impôt sont irresponsables et manquent de vision», a affirmé M. Conlon. «L'élimination de la surtaxe sur les revenus élevés coûtera 650 millions de dollars, ou plus de deux fois la hausse annoncée pour l'enseignement postsecondaire.» ■

Traduit de l'article «Budget Gets Failing Grade in Education».

Les droits de scolarité grugent davantage le budget des familles

De plus en plus, l'espoir des familles canadiennes de voir leurs enfants poursuivre des études universitaires ou collégiales s'estompe, selon les conclusions d'un rapport rendu public en février par l'ACPPU.

Le dossier *Hors de portée. Les dépenses en éducation : les tendances des ménages* révèle que les dépenses des ménages canadiens pour l'éducation ont énormément augmenté depuis quelques années, principalement en raison de la hausse des droits de scolarité des universités et des collèges.

La hausse du coût des études postsecondaires pèse lourdement dans le budget des ménages à revenu moyen et faible, d'après les conclusions du rapport. «Si la tendance se maintient, l'accès aux études postsecondaires sera de plus en plus conditionnel à la capacité du revenu.»

Le rapport révèle que, à la suite des compressions gouvernementales, les dépenses effectuées pour l'éducation ont constitué la composante des dépenses totales des ménages qui avait augmenté le plus entre 1992 et 1998, soit de près de 40 p. 100, une fois rajustée en fonction de l'inflation. Par contre, les dépenses totales pour toutes les composantes ont progressé de moins de 4 p. 100 pendant la même période.

«Il est particulièrement troublant que les dépenses des ménages au titre de l'enseignement postsecondaire ont gonflé alors que leurs revenus ont baissé», a fait remarquer le président de l'ACPPU, Bill Graham. «Les familles à faible et moyen revenu paient actuellement une part beaucoup plus grande de leur revenu disponible en droits de scolarité. La situation est tout simplement intenable.»

Le rapport révèle que la hausse rapide des droits de scolarité des établissements d'enseignement postsecondaire est presque entièrement la cause de l'augmentation des dépenses pour l'éducation. Les ménages qui ont déclaré des dépenses en frais de scolarité pour l'université et le collège ont payé 60 p. 100 de plus en termes réels en 1998 qu'en 1992. Les ménages à faible et moyen revenu ont puisé davantage dans leur revenu disponible net d'impôt pour payer des études postsecondaires.

Selon M. Graham, les gouvernements fédéral et provinciaux doivent admettre que la hausse des coûts pourrait avoir déjà incité les familles à faible et moyen revenu à écarter l'idée d'envoyer leurs enfants poursuivre des études postsecondaires.

«Les gouvernements doivent s'attaquer à la racine du problème, soit les compressions effectuées dans le financement public des collèges et des universités du Canada», a conclu M. Graham. ■

Traduit de l'article «Education Moving Out of Reach».

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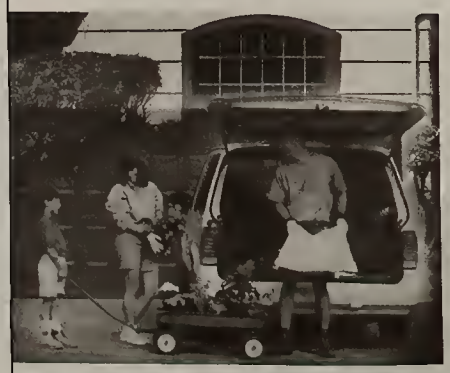

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New Agreement at Calgary

UNIVERSITY of Calgary faculty members ratified a new three-year agreement Feb. 14 after a year long round of bargaining.

The compensation package includes a 4 per cent increase, retroactive to July 1, 1999 for all ongoing staff, and a $2250 increase for all full-time ongoing staff effective July 1, 2000. There are similar increases for sessional instructors. The contract also includes a market supplement scheme, a new salary structure, restoration of employer contributions for extended health and dental premiums to 100 per cent, restoration of the partial tuition fee remission for dependent children, and a reopener for salary, salary scales and increment amounts for year three.

But, as the faculty association's chief negotiator Anton Colijn points out, "The Klein government imposed severe budget cuts in 1993, forcing all public sector employees to take a 5 per cent wage cut. We have just barely regained that loss, in numeric terms, but this does not include inflation, and it doesn't take into account the greatly increased workload due to other cuts and increased enrollments."

Highlights of the mainframe agreement include improved grievance and arbitration articles, improved leave provisions, a change in disciplinary procedures, and clarification of who is in the bargaining unit.

"Designation is an interesting issue," said Colijn. "In Alberta, the Universities Act stipulates that all academic staff members shall belong to the faculty association. But the act also stipulates that the designation of academic staff is done by the board of governors, 'after consultation with the faculty association.' We wanted a stronger provision in the collective agreement but the board refused." In the end, negotiations did result in a minor concession in the agreement: "The governors acknowledge that academic freedom ... is an important factor to be considered in relation to the designation of academic staff."

In a ratification vote, 84 per cent voted in favour of the compensation package, and 91 per cent in favour of the mainframe agreement, with a high response rate. "This is not an expression of happiness, but a recognition that in Alberta's current anti-intellectual climate, a better package could not be obtained," said Colijn. ■

Université Bishop's : le personnel contractuel forme un syndicat

APRÈS une campagne de syndicalisation de dix jours, l'Association of Professors of Bishop's University (APBU) a demandé l'accréditation d'une nouvelle unité de négociation pour le personnel universitaire contractuel.

Selon Thomas Hood, chef de la campagne de syndicalisation, un groupe d'instructeurs à temps partiel, depuis longtemps insatisfait des salaires peu élevés, de la précarité d'emploi et du manque de ressources pour le personnel enseignant à contrat, est l'instigateur de cette campagne.

«Nous avons été très déçus que les négociations de l'automne dernier entre l'administration et les professeurs réguliers n'apportent au personnel contractuel aucune amélioration importante», a déclaré M. Hood, instructeur en philosophie à temps partiel. «De toute évidence, notre situation ne pouvait s'améliorer à moins que nous décidions de former un syndicat.»

Le groupe a examiné diverses solutions mais s'est réjoui que les professeurs réguliers prennent l'initiative d'inviter le personnel contractuel à se joindre à l'APBU, ce qui était son premier choix.

Lors d'une réunion de l'association tenue en février, les professeurs à temps plein ont voté massivement en faveur de l'adhésion de tous les universitaires fournissant un enseignement. Encouragé par la manifestation de solidarité de leurs collègues à temps plein, le groupe a commencé à pressentir de futurs membres et à leur demander de signer des cartes de membre.

Dix jours plus tard, les organisateurs syndicaux avaient recruté 85 p. 100 de l'unité de négociation, y compris les instructeurs à temps partiel, les tuteurs du programme de rédaction anglaise et les instructeurs de musique. Les organisateurs prévoient recruter encore 5 p. 100 de membres pendant l'étude de la demande d'accréditation syndicale.

Prendre le taureau par les cornes et se syndiquer sans tarder.

Selon la présidente de l'APBU, Loretta Czernis, les nouveaux membres insufleront une nouvelle vigueur à l'association. «C'est un moment excitant pour nous», a-t-elle déclaré.

Elle a signalé que les universitaires contractuels devront se forger une identité syndicale. «Ils composent une unité de négociation toute récente et nombre d'entre eux ne se sont jamais rencontrés. Ils doivent s'entendre sur un avenir commun en tant que groupe, fondé sur les buts et les principes que l'APBU défend depuis 26 ans, notamment la liberté intellectuelle, une voix forte dans la direction de l'université ainsi que des salaires et des avantages justes.»

L'association attend les résultats de la demande d'accréditation. Prévoyant que l'accréditation sera acceptée, le syndicat enquête présentement auprès des nouveaux membres sur leurs priorités en vue des négociations de leur première convention. Les négociations se dérouleront en même temps que celles des professeurs à temps plein et des bibliothécaires.

Les universitaires à temps plein et contractuels sont confiants que les deux unités compteront des points en faisant front commun à la table de négociation.

«Je conseille aux autres instructeurs à temps partiel du Canada de prendre le taureau par les cornes et de se syndiquer sans tarder», a déclaré M. Hood. «La différence de traitement entre les professeurs réguliers et les contractuels a atteint des proportions absurdes et scandaleuses.»

«D'après notre expérience, la syndicalisation peut se faire très rapidement quand les circonstances s'y prêtent et grâce à l'aide de l'ACPPU.» ■

Traduit de l'article «Bishop's Organizes Contract Staff».

U.S. Exile Granted Pardon

AFRICAN-American Preston King, who fled overseas in the early 1960s, returned to the U.S. in February after 39 years of exile.

Mr. King, now 63, is a professor of political science and international relations at the University of Lancaster in Britain. While a graduate student, the U.S. draft board granted him an initial deferment to complete his studies. But, after learning that he was black refused a further postponement, and began addressing him as Preston, and not as Mr. King. Faced with this racial discrimination, he refused to report for military duty and was arrested. In 1961 he was convicted of draft evasion and sentenced to 18 months in prison. While on bail, he fled the country.

Mr. King says he took that action "against the segregationist backdrop of the time." He refused to recognize the legitimacy of his civil disobedience charge and family members and supporters (including CAUT) have spent years trying to gain a pardon.

Although President Jimmy Carter granted amnesty in 1977 to all draft evaders who fled the United States during the Vietnam war, it was not a blanket pardon and did not cover Mr. King's conviction. In the eyes of the U.S. authorities Mr. King remained a convicted criminal, until President Clinton granted a pardon on Feb. 21. ■

International

Cracking Down on Private Education

The South African government has moved to close for-profit courses offered by foreign universities through local institutions. Kadar Asmal, the minister of education, has told the country's public institutions to "terminate these relationships." Asmal has also indicated he will tighten regulations on foreign universities setting up campuses in South Africa. In the face of threats he was violating World Trade Organization rules, Asmal said his government is not against foreign universities operating on mutually and culturally beneficial grounds. But, he added, "What we seek to avoid is invasion by overseas universities with profit-making aims, which is killing our local institutions."

International Women's Day Sets Stage for Activism

On March 8, women across the world marched against poverty and violence to mark the commemoration of International Women's Day. Labour and social activists from around the globe will be participating in events for the next eight months to demand solutions to the pervasive and continuing problems of poverty and violence against women, two of the main forces that have served to oppress women across almost all cultures and societies. Some of the events planned include workshops and community actions that are organized locally, nationally and internationally. Status of Women Canada has a web site containing information about activities that local faculty associations or other women's groups on campuses may be interested in organizing, a chronology of key dates in the struggle for women's rights in Canada, as well as resources, and links at: www.swc- cfc.gc.ca/iwd/index.html.

UK Orders Better Deal for Part-timers

Part-time staff in Britain will benefit from new government regulations that will require employees on part-time contracts to receive terms and conditions which are "pro rata temporis" with comparable full-time employees. Malcolm Keight, assistant general secretary of the Association of University Teachers, said that "the regulations when finalized will go a long way to support the association's aims in securing fair treatment for part-time staff."

Decisive Victory for U.S. Contract Academics

Part-time academic staff won an important victory recently when a Washington state court ruled that work part-timers do outside the classroom must be counted toward their retirement benefits. The court said, that in addition to class time, institutions must count the hours part-timers spend preparing for class, advising students and grading papers when determining eligibility for retirement benefits.

IRS Set to Tax Higher Education's Corporate Deals

The U.S. Internal Revenue Service has served notice to American universities and colleges that it may require them to pay tax on revenue arising from commercial deals with soft-drink companies, athletic equipment manufacturers and advertising agencies that have exclusive deals to provide goods and services on their campuses. In new draft regulations, the I.R.S. said that, consistent with longstanding tax law, income may be taxable in cases where the income is not related to an institution's core mission.

Scène internationale

Fin des cours à but lucratif

Le gouvernement d'Afrique du Sud a décidé d'abolir les cours à but lucratif offerts par les universités étrangères par l'entremise des établissements d'enseignement du pays. Kadar Asmal, ministre de l'Éducation, a demandé aux établissements publics sud-africains de mettre fin à cette collaboration. M. Asmal a également affirmé qu'il resserrerait les règlements sur les universités étrangères qui établissent des campus en Afrique du Sud. Devant des menaces d'accusation de violer les règles de l'Organisation mondiale du commerce, M. Asmal a répliqué que le gouvernement n'avait rien contre les universités étrangères fonctionnant pour des motifs réciproquement et culturellement profitables.

Entente juste pour le personnel à temps partiel

Le personnel à temps partiel de Grande-Bretagne profitera d'une nouvelle réglementation du gouvernement donnant aux employés contractuels à temps partiel le droit à des conditions comparables à celles offertes aux employés à temps plein, établies au prorata de leur temps de travail par rapport à ceux-ci. Malcolm Keight, secrétaire général adjoint de l'Association of University Teachers, a déclaré que la réglementation, une fois arrêtée définitivement, constituerait un grand pas en avant pour la promotion des objectifs de l'association qui visent à assurer un traitement équitable au personnel à temps partiel.

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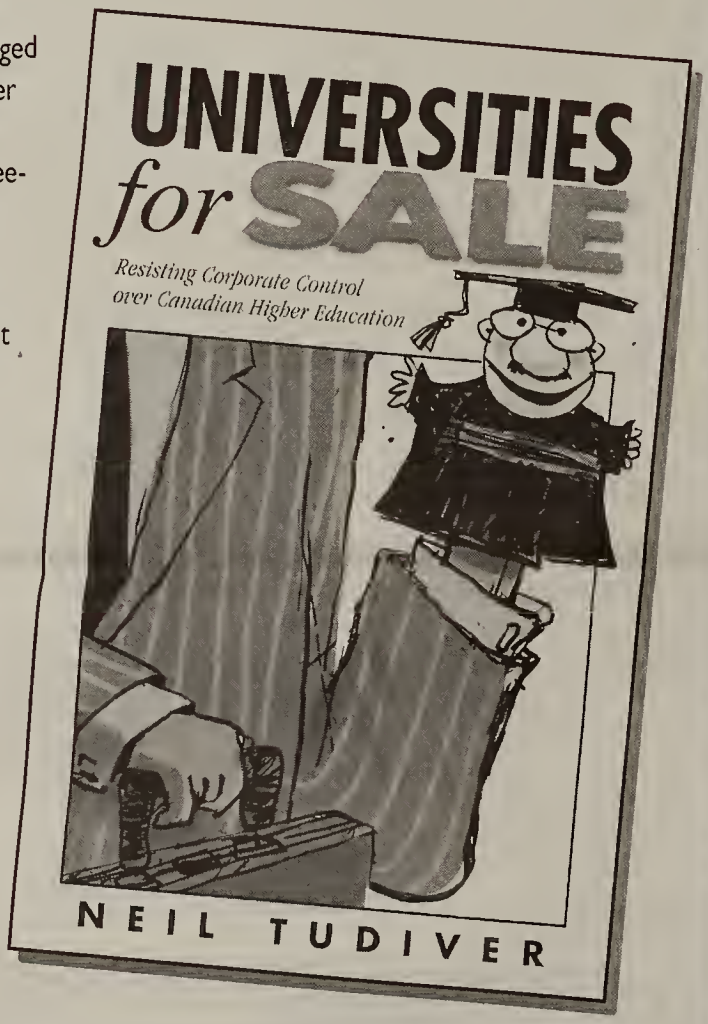

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Essays Explore Evolution of U.S. Academic Workplace

Chalk Lines: The Politics of Work in the Managed University

Randy Martin, ed. Durham, N.C.: Duke University Press, 1999; 310 pp; paper $17.95; cloth $49.95 us.

THE 1996 strike of teaching assistants and service employees at prestigious Yale University served as a flash point for the growing anxiety among progressive academics about troubling changes taking place in universities in the United States. In many respects, *Chalk Lines* is a spark off this flash point. Edited by Randy Martin, a self-defined militant labour activist and peripatetic academic until he became chair of the department of social science and management at Pratt Institute, *Chalk Lines* is designed to fire up a new era of political activism on U.S. campuses over control over academic work and the purposes that it should serve.

The book consists of 12 individually authored essays, eight of which have appeared previously in a special issue of the journal, *Social Text*. The majority of the essays analyse the reorganisation of academic work and academic workers within U.S. universities and colleges in the 1990s.

Gary Rhoades and Sheila Slaughter examine relationships between "academic capitalism" and the transformation of academics into managed professionals; Christopher Newfield puts a new twist on the evolving relations between the academy and the world of business; Zelda Gamson and Vincent Tirelli separately critique emerging features of a stratified academic work force; Jan Currie and Leslie Vidovich compare the rise of corporate managerialism in U.S. and Australian universities (the only essay focusing on universities outside the U.S.); Emily Hacker and Ira Yankwitt track the narrowing of adult literacy education into skills training for low-paying jobs; and Stanley Aronowitz contemplates the disappearance of "the last good job in America."

A smaller number of essays focus on possibilities for resisting these changes. Stefan Harney and Frederick Moten examine both subjective (in the sense of self-definitions) and objective (conditions of work) obstacles to collective action among academic workers, while also identifying "openings" for their political intervention.

In separate essays, David Montgomery and Bart Meyers link the struggle to preserve working conditions and workers' rights in the academy to the struggle to preserve the public sphere and civil society in general.

Jeremy Smith insists that progressive faculty members, who have been remarkably acquiescent toward many of the changes described elsewhere in the book, have a special responsibility for encouraging and enabling students and other interested parties to reclaim the university for the public good.

And William Vaughn calls upon his fellow graduate students to organise themselves into unions to protest their dismal lives as graduate students and their bleak possibilities for employment and fulfilling lives.

Chalk Lines is designed to fire up a new era of political activism on U.S. campuses over control over academic work.

Chalk Lines contributes to a genre of books that became well established in the 1970s. Focusing on the university as a workplace, scholars and policy analysts alike tried to come to terms with the shift in higher education funding policy from expansion to contraction, and with institutional responses to this shift such as budgetary rationalisation and the emergence of collective bargaining.

In the subsequent decades, the university's continued quest to respond – some would say "adapt" – to its changing times has been written over, as well as incorporated into, the organisational changes that took place in the 1970s in response to fiscal retrenchment. Now however, "globalisation" and "corporatisation" have become both the policy orientation as well as the analytical framework for understanding changes in the internal practices and policies of universities and colleges, and in the lives of those who work there.

Globalisation and corporatisation are significant backdrops if not central foci of the book's essays. Not surprisingly, the analyses of these and related processes do not follow the currently dominant policy studies tradition of embracing neo-liberal and neo-conservative orientations toward higher education. In fact, the book lays down a challenge to this very orientation.

Editor Randy Martin's well-written and informative introductory essay makes this challenge central at the outset. Martin's narration of the past 25 years of U.S. higher education policy and of labour activism within institutions of higher education strongly reflects the influences of the moral regulation school of political economy, as do the essays by Harney and Moten, and Tirelli. Other essays fit more or less within this perspective and at least share its critique of neo-liberal and neo-conservative influences in higher education.

But, like too many essay collections, *Chalk Lines* contains no editorial commentary that relates the essays to each other or to the overall project of the book, leaving readers on their own to sort through conflicts and contradictions in both the interpretations offered and the strategic implications drawn from them. The book is thus somewhat limited as a text to use in courses.

A second criticism concerns its value for developing strategic interventions into the processes reshaping universities and colleges, not only in the U.S. but elsewhere. Although its subtitle highlights a concern with politics, with the notable exception of Newfield's essay, "Recapturing Academic Business," little attention is given to the complex and multiple intramural politics in which academics engage within their own institutions, not as compliant victims but as strategic actors. This is somewhat surprising given the editor's labour studies interests which should have alerted him to the importance of "shop floor" politics.

Instead, the singular politic that tends to underlie answers to the question of how universities and colleges as workplaces are being transformed, is that forces of change are exerted on the academy from outside to which the "inside" mechanically capitulates. Yet, there can be no meaningful political intervention without understanding that, as privileged and influential professional workers, academics themselves have played a significant role in the reshaping of their workplaces described in this book.

Moreover, processes interior to the university recruit faculty and students alike into adopting practices that help to implement objectives and values for their work that they may not consciously intend but which nevertheless advance neo-liberal and neo-conservative visions.

In spite of these criticisms, that this book was written at all contributes to the political project that it advocates. Its critical orientation, intellectual insights and interventionist objectives are important and valuable, and not so much because they cover new ground. Apart from important empirical differences, similar critiques of the effects of managerialism, corporatism, privatisation, globalisation and the like have appeared in literature on universities and colleges in Canada, Britain, Australia, New Zealand and elsewhere. Rather, its importance and value lay largely in giving testimony that these same patterns and concerns are emerging within U.S. campus communities.

Transnational institutions like the World Bank and the OECD that promote increased privatisation, university-industry linkages, tuition deregulation and the like often point to U.S. institutions as models for other nations to emulate. But *Chalk Lines* unites us with our U.S. colleagues in a different way: that is, in calling us to question, challenge and resist the pursuit of these very policies and directions in our own work practices and work places. ■

Review prepared by Janice A. Newson, professor of sociology at York University.

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UNIVERSITY OF VICTORIA

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Department of Anesthesia

The Hamilton Health Sciences Corporation is a tertiary care academic health sciences center affiliated with McMaster University and serving the Central South region of Ontario. With 3 acute and one chronic care sites it is one of the largest hospital corporations in Canada. The Department of Anesthesia is involved in a broad range of clinical activities from delivery of anesthetics in the operating room, to high risk obstetrics, trauma, critical care, and acute and chronic pain management. Departmental research activities currently focus in the clinical areas of obstetrical anesthesia, cardiovascular diseases and neuroanesthesia. The department participates actively in undergraduate education, as well as supporting an active residency programme and developing fellowship programmes in neurotrauma, cardiac and obstetrical anesthesia.

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The Department of Anesthesia is actively looking for individuals interested in working in an academic health science center. Expertise in the areas of obstetrical anesthesia, pain management, critical care and/or cardiac anesthesia with a demonstrated ability to participate in research or teaching would be desirable. If you are interested in more information regarding opportunities within the department please contact me at the following address: Dr. Richard McLean, Chief, Department of Anaesthesia, Hamilton Health Sciences Corporation, General Campus, 237 Barton Street East, Hamilton, ON L8L 2X2.

HAMILTON HEALTH SCIENCES CORPORATION

ADMINISTRATION

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Administration, University of New Brunswick, Fredericton, invites applications for a tenure-track position in Management Information Systems. The appointment will be at the Assistant or Associate level and is scheduled to take effect July 1, 2000. Salary is commensurate with qualifications and experience. The University of New Brunswick is strongly committed to excellence in teaching and research and has initiated a major program of renewal and rejuvenation which will provide significant opportunities for the successful candidates. We are seeking candidates who complement existing research strengths, and find the possibility of dynamic multi-disciplinary research opportunities exciting. Such opportunities exist both within each faculty and across the whole University. The successful candidate will hold a doctorate in MIS or be in the final stages of completing the dissertation. Candidates must demonstrate a strong commitment to scholarly research, quality teaching, and interacting with the business community. Applicants should direct inquiries and applications, including a curriculum vita, description of teaching and research interests, and the names of three referees to: Dr. Daniel Coleman, Acting Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. Applications for this position will close when a suitable candidate is found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

ANTHROPOLOGY

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology seeks applications for a tenure track position (subject to budgetary approval) in social anthropology. The successful applicant will pursue research in the social anthropology of complex societies (e.g. post-colonial societies, peasant societies, or fishing communities). Ability to teach and conduct research in the anthropology of gender and/or anthropological linguistics would also be desirable. We expect that the successful candidate will be able to teach two or three of the following courses: cultural ecology; kinship, marriage and gender; gifts and exchange; field methods; applied anthropology; introduction to anthropological linguistics. Please send a letter of application, a curriculum vitae, samples of publications, evidence of teaching excellence, and letters from three referees by April 17, 2000, to Dr. Andrew Lyons, Acting Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, 75 University Avenue West, Waterloo, ON N2L 3C5. Phone (519) 884-1970, fax. (519) 883-0969, email: alyons@wlu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity and encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Anthropology. Position Announcement, Assistant Professor (tenure track position). Social/Cultural Anthropology. The Department of Anthropology at Memorial University of Newfoundland invites applications for a tenure-track position (subject to budgetary approval) at the rank of Assistant Professor in social/cultural anthropology, beginning September 1, 2000. Applicants must possess a PhD in anthropology and have a substantial record of research and publication on Newfoundland and Labrador and/or the Eastern Arctic/Eastern Subarctic. The successful candidate must be prepared to teach in both the undergraduate and graduate programmes. First consideration will be given to candidates whose doctoral research was in one of the ethnographic areas of Newfoundland, Labrador, the Eastern Arctic, or Eastern Subarctic. Applications will be accepted until 31 May 2000. Please send applications together with a curriculum vitae and the names of three referees to: Rex Clark, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7, Fax:(709) 737-8686; Phone. (709) 737-8870; Electronic Mail: marilynm@morgan.ucs.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Anthropology. Position Announcement, Tenure-Track Position. Social/Cultural Anthropology. The Department of Anthropology at Memorial University of Newfoundland invites applications for a tenure-track position (subject to budgetary approval) at the rank of Assistant or Associate Professor in social-cultural anthropology, beginning September 1, 2000. Applicants must possess a PhD in anthropology with primary specialization in the area of educational anthropology and secondary expertise in the fields of historical anthropology and/or Newfoundland. The ability to contribute to the programmes of other relevant faculties will be an asset. Applications will be accepted until 31 March 2000. Please send applications together with a curriculum vitae and the names of three referees to: Rex Clark, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's Newfoundland A1C 5S7; Fax:(709) 737-8686; Phone (709) 737-8870; Electronic Mail: marilynm@morgan.ucs.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ART & CULTURE

CARLETON UNIVERSITY — School for Studies in Art and Culture. Applications are invited for a nine-month limited term position in Art History: Professor in Aboriginal Art (First Nations and/or Inuit) at the rank of Assistant Professor to commence September 1, 2000. The candidate will be expected to teach courses in Aboriginal art in the undergraduate and Master's programs. Ability to teach in a secondary area of specialization in Art History at the undergraduate level and a knowledge of interdisciplinary critical theory would be an asset. Professional experience in non-academic environments (e.g. museum, gallery, cultural institutions) would also be welcome. The successful candidate should have a PhD or equivalent, demonstrable success as a teacher, and potential for strong scholarly research. This position is subject to budgetary approval. Applications, with a curriculum vitae, examples of two pieces of published work, a statement of teaching philosophy, any available teaching evaluations (with an explanation of scores), and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada. email: bryan_gillingham@carleton.ca. At the same time, candidates should arrange to have three referees forward supporting letters to the same address, preferably by email. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be accepted until May 1, 2000.

ART HISTORY

THE UNIVERSITY OF VICTORIA — The Department of History in Art at the University of Victoria invites applications from specialists in the arts of Islam for a limited-term appointment for the period 1 July 2000 to 30 June 2001, with the possibility of renewal for a second year. A PhD and strong records of research and teaching are required. The teaching load and salary will be calculated for .8 FTE (two courses each term); the appointment will be made at the rank of either Assistant or Associate Professor, with salary commensurate with qualifications and experience. The appointee will be expected to contribute to the graduate programme and to the administrative duties of the department. Applications, including curriculum vitae, should be sent before 30 March 2000 to: Dr. Carol Gibson-Wood, Chair, Department of History in Art, University of Victoria, PO Box 1700, Victoria, B.C. V8W 2Y2. Applicants should arrange for three letters of reference to be sent to the same address by the same date. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. More information can be found at http://www.finearts.uvic.ca/history/art/.

THE UNIVERSITY OF VICTORIA — The Department of History in Art at the University of Victoria invites applications from specialists in the arts of Islam for a limited-term appointment for the period 1 July 2000 to 30 June 2001, with the possibility of renewal for a second year. A PhD and strong records of research and teaching are required. The teaching load and salary will be calculated for .8 FTE (two courses each term); the appointment will be made at the rank of either Assistant or Associate Professor, with salary commensurate with qualifications and experience. The appointee will be expected to contribute to the graduate programme and to the administrative duties of the department. Applications, including curriculum vitae, should be sent before 30 March 2000 to: Dr. Carol Gibson-Wood, Chair, Department of History in Art, University of Victoria, PO Box 1700, Victoria, B.C. V8W 2Y2. Applicants should arrange for three letters of reference to be sent to the same address by the same date. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. More information can be found at http://www.finearts.uvic.ca/history/art/.

ASTRONOMY & PHYSICS

SAINT MARY'S UNIVERSITY — Depending on the availability of funds, the Department of Astronomy and Physics at Saint Mary's University plans to fill a tenure-track faculty position that starts 1 September 2000. Our new colleague will be expected to carry out a vigorous research programme in subatomic physics (either theoretical or experimental), theoretical astrophysics, or astronomy. Teaching duties will consist primarily of physics courses at all undergraduate levels. The initial appointment will be at the Assistant Professor level, with salary dependent upon qualifications. The Department comprises seven full-time faculty, two postdoctoral research associates, and two technicians. We manage our own computing network, which will be upgraded in early 2000 with a substantial grant from the Canadian Foundation for Innovation. We currently offer undergraduate degree programs in physics and astrophysics, and a Master's Degree in astronomy. More information about us is available at our web site, URL: apwww.stmarys.ca. Please submit your CV, a statement of research interests, and the names of three referees by March 31, 2000 to: Dr. Gary Welch, Chairman, Department of Astronomy and Physics, Saint Mary's Uni-

Laurentian University / Université Laurentienne

FACULTY POSITIONS
School of Social Work

The School of Social Work at Laurentian University is seeking candidates for the following positions: (These positions are subject to budget approval).

Two Tenure Track Appointments with the English Stream

The successful candidates will be expected to teach at the undergraduate and graduate levels, conduct scholarly research, supervise field practicum and participate in the affairs of the program and department. PhD or O.S.W. preferred. A proven publication record or demonstration of the capacity to conduct scholarly research is required. Preferences will be given to candidates with research and practice experience in social work, social services and/or social policy. A demonstrated capacity for team work and collaboration is essential.

In accordance with the University's policy on bilingualism, Laurentian University has a requirement of passive bilingualism (French/English) as a condition of tenure. The University offers free second language courses to employees.

One Year Limited Appointment as Co-ordinator of Field and Admissions

The successful candidate will be expected to co-ordinate and teach in the field practicum program and admissions to the professional years. M.S.W. and extensive experience in social work practice and supervision is required. Preference will be given to candidates who are familiar with social services and resources in Northeastern Ontario. A demonstrated capacity for team work and collaboration is essential. The candidate must have the ability to communicate in French and English.

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities.

Interested applicants should forward a curriculum vitae by
April 1, 2000, to:

Dr. Michel-Andre Beauvoisk, Director
School of Social Work, Laurentian University
Ramsey Lake Rd., Sudbury, Ontario P3E 2C6

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Applications are invited by the McGill Reproductive Centre for a full time embryologist located in their unit at the Royal Victoria Hospital. The candidate must have a bachelors degree in a biology related field and at least 2 years experience in all aspects of laboratory procedures involved in human assisted reproduction, including ICSI. Knowledge of in vitro maturation of oocytes and/or ability to work autonomously in a satellite unit in a scientific and managerial role would be an advantage. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. For an overseas applicant the position is subject to obtention of a valid Canadian Immigration work visa. McGill University is committed to equality in employment. The closing date for applications is: **April 15, 2000.**

Please send application letter and curriculum vitae with the names of three references to:

Dr. S.L. Tan, James Edmund Dodds
Professor and Chairman
Department of Obstetrics and Gynecology
McGill University
F4.29 Women's Pavilion
Royal Victoria Hospital
687 Pine Avenue West
Montreal, Quebec H3A 1A1
CANADA

versity, 923 South Robie Street, Halifax NS B3H 3C3. Saint Mary's University is committed to the principle of employment equity.

BIOCHEMISTRY

UNIVERSITY OF WATERLOO — The Department of Chemistry of the University of Waterloo invites applications for a tenure track faculty position in Biochemistry. Individuals with expertise in structural biology, biophysics or mass spectrometry are especially encouraged to apply, although excellent candidates in all areas of biochemistry will be given serious consideration. The successful candidate will be expected to establish a vigorous and independent research program and teach graduate and undergraduate biochemistry courses. It is anticipated that this appointment will be made at the level of Assistant Professor, but senior level candidates may also be considered under special circumstances. Inquiries and applications should be directed to The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal and arrange for three letters of recommendation from professional references to be received before May 1, 2000. The Department of Chemistry is part of the Guelph-Waterloo Center for Graduate Work in Chemistry and Biochemistry. Additional information on our associated graduate program and faculty is available at http://www.gwcz on.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

BIOLOGY

UNIVERSITY OF NEW BRUNSWICK — The Department of Biology of the University of New Brunswick has a tenure track position available in Plant Physiology. Candidates would be expected to develop a strong research program. Information on the Biology Department, including current research, is available on our web site: www.unb.ca. The candidate would be expected to teach a broad-based core course in plant physiology and contribute to teaching introductory botany at the first or second level and to our graduate program. Qualifications: PhD in plant physiology. Post-doctoral experience would be an asset. Closing date for applications is 15 April 2000, or until the position is filled. Commencement date is 1 August 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to the principle of employment equity. Candidates should submit a letter of application describing their teaching and research interests, teaching dossier, reprints and a curriculum vitae with the names of three potential referees to: Prof. T.G. Dilworth, Chair, Department of Biology, University of New Brunswick, Bag Service #45111, Fredericton, N.B., E3B 6E1. E-mail: biology@unb.ca Phone: 506-453-4582. Fax: 506-453-3583.

SAINT MARY'S UNIVERSITY invites applications for a tenure-track position in Molecular Biology at the Assistant professor level starting September 1, 2000. Preference will be given to candidates who are plant or animal systematists using molecular techniques. The successful applicant will teach 2 courses/term in genetics, molecular biology, evolution and systematics. She/he will be expected to develop an active research program fundable by NSERC, industry or other sources. The application should include the following: a CV, a proposal of research, and other relevant documentation. The applicants should arrange to have three letters of recommendation to be sent separately. Applications and letters of recommendation should be sent to Dr. David Cone, Chair of Biology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by April 1, 2000. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BREAST CANCER RESEARCH

UNIVERSITY OF MANITOBA — A postdoctoral position is available in breast cancer and preneoplastic breast disease research to work on estrogen action, growth factor action and molecular pathology in the Department of Biochemistry and Medical Genetics at the University of Manitoba. A good biochemical background is essential and experience in the techniques of molecular biology and/or cell biology is desirable. The University of Manitoba exercises a Canadian-first policy, however, non-Canadians are encouraged to apply. Please send or e-mail a cover letter, CV and the names, addresses and telephone numbers of three references to: Dr. L. Murphy, Department of Biochemistry & Medical Genetics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Fax: (204) 789-3900. Phone (204) 789-3233; E-mail: lomurph@ccumanitoba.ca. Closing date for receipt of applications is March 15, 2000

UNIVERSITY OF MANITOBA — A research associate position is available in breast cancer research to work on estrogen action, growth factor action and molecular pathology in the Department of Biochemistry and Medical Genetics at the University of Manitoba. A good biochemical background is essential and experience in the techniques of molecular biology and/or cell biology is desirable. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send or e-mail a cover letter, CV and the names, addresses and telephone numbers of three references to Dr. L. Murphy, Department of Biochemistry & Medical Genetics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Fax: (204) 789-3900, Phone (204) 789-3233; E-mail: lomurph@ccumanitoba.ca Closing date for receipt of applications is March 15, 2000.

BUSINESS

MCMASTER UNIVERSITY — Position in Information Systems/Electronic Commerce. Faculty of Business. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, commencing July 1, 2000, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information on three referees to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4, E-mail. baba@mcmaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing, commencing July 1, 2000. Candidates from any of the traditional areas of marketing are encouraged to apply. Crossover research and/or teaching interest in any of the following areas will be an asset. Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vitae and the names and contact information of three referees. Send application and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada; Email: baba@mcmaster.ca, FAX (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, mem-

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Dalhousie University – DalTech

Department of Food Science & Technology

Assistant Professor (Food Science)

Dalhousie University is seeking applicants for a tenure track faculty position within the Department of Food Science and Technology, DalTech, Faculty of Engineering. This is a new position, the first of three planned appointments in the Department over the next four years and is part of a new* Bachelor of Applied Science (Food Science) program. The three areas to be staffed include food microbiology, food lipids and food engineering. Applications from these three areas will be considered. Experience in seafood science would be considered an asset. Applicants should have a Ph.D. in a relevant field, (or be very close to completion at the time of application) and show evidence of teaching and research ability. Eligibility for registration as a Professional Engineer is required for applicants in the food engineering position.

The successful applicant will teach at the undergraduate and graduate levels, carry out research and become involved with the industrial technology transfer activities of the Canadian Institute of Fisheries Technology. The applicant will be expected to attract and maintain research funding through grants and contracts, supervise graduate students at the Master's (M.Sc.) and Doctoral (Ph.D.) levels, and have a strong commitment to teaching.

The anticipated appointment date is July 1, 2000.

Applications, including a curriculum vitae and the names of four referees, may be submitted in confidence to **Dr. R.A. Speers, Department of Food Science and Technology, DalTech, P.O. Box 1000, Halifax, Nova Scotia B3J 2X4**, fax: at 902-420-0219 or by e-mail <Alex.Speers@dal.ca> All correspondence will be acknowledged.

A more detailed description of the department is available at <http://www.dal.ca/~foodsci/>
The deadline for applications is **April 15, 2000**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible people, and women.

* Subject to program approval by Board of Governors

University of Alberta
Edmonton

Director, Population Research Laboratory

The Department of Sociology

The Department of Sociology, *University of Alberta* invites applications for the position of Director of its Population Research Laboratory (PRL). This is an academic position with a salary range of $52,246 - $74,686 per annum.

The PRL is the largest university-based survey and demographic research facility in western Canada and has a strong record of academic and public policy research. It's goal is to become internationally recognized for its excellence in creating and communicating socially relevant knowledge. The PRL works with research partners within the University of Alberta, federal, provincial, and regional government organizations, as well as voluntary organizations and other private sector clients. It also assists the Department of Sociology in the education of graduate students in social science research.

The Director provides academic leadership and management direction for the PRL and is responsible for all research, training, and conference/publishing activities. S/he is expected to: obtain grants and contracts; design research projects; serve as Principal Investigator for major projects; prepare client reports; develop budgets; and supervise research teams and other PRL staff. Some graduate teaching responsibility in the Department of Sociology may be part of the job description.

Applicants must have a PhD in a relevant social science and an established research profile. Proven administrative skills together with a strong track record of obtaining grants and contracts, together with the ability to manage a large research organization and build its research capacity, are required.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

The initial appointment will be for a three-year term, beginning 1 July, 2000, with possible conversion to a full-time tenured position. Applications, including a CV, all university transcripts, and three letters of reference should be sent by 15 March, 2000 to:

Dr. Derek Sayer
Chair, Department of Sociology
University of Alberta
Edmonton, Alberta
Canada T6G 2H4
Fax: 780-492-7196

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
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ASSISTANT PROFESSOR

EDUCATION PROGRAM

The University of Northern British Columbia opened in 1994 and is in its sixth year of operation with approximately 3,500 full and part-time students in over 40 academic programs. The University has a regional mandate to serve the northern two-thirds of the province, with regional offices located in Prince Rupert, Fort St. John and Quesnel. The main campus is located in Prince George, B.C. and offers an unbeatable combination: a strong mandate for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

UNBC's Education Program seeks doctoral level (completed doctorate preferred) candidates for the position of Assistant Professor (tenure-track) of Education, specializing in Curriculum and Instruction. Candidates will be expected to teach and supervise graduate students, maintain an active research program and contribute to the development of a forthcoming undergraduate teacher education program. Suitable candidates should have specialization in one of the following middle/secondary curriculum areas: Math and Sciences, Social Studies, First Nations Education or Language Arts. Candidates should have an extensive background in recent classroom instruction and registration (or eligibility for registration) with the British Columbia College of Teachers.

Please forward your curriculum vitae, and the names and addresses of at least three references (including telephone and fax numbers) by March 31, 2000 to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Inquiries may be directed to Dr. Paul Madak, Program Chair, at (250) 960-6520, fax (250) 960-5536 or by e-mail at madakp@unbc.ca. The anticipated start date of this position is July 1, 2000.

For more information, visit our website: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

bers of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

UNIVERSITY OF VICTORIA — Assistant/Associate Professor Subject to budgetary approval, the Faculty of Business of the University of Victoria is seeking to fill one and two year Visiting positions in the following areas: International Business Finance, Entrepreneurship, Marketing, and Strategy. Preference will be given to candidates with teaching and research experience in an international dimension of their field. All positions require a Ph.D. or ABD in business or related field. Salary will be commensurate with the applicant's qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Women are particularly encouraged to apply. A letter of application with a curriculum vitae, evidence of research and teaching skill, and three references should be sent to: Dr. Roger Wolff, University of Victoria, Faculty of Business, PO Box 1700 STN CSC, Victoria, BC V8W 2Y2. Telephone (250) 472-4614, Fax (250) 721-6613, E-mail wolff@business.uvic.ca

YORK UNIVERSITY — The Schulich School of Business (formerly the Faculty of Administrative Studies) invites applications for tenure-stream positions commencing July 1, 2000 and July 1, 2001. Positions are available in the following areas: Accounting (2); E-Commerce (1); Finance (2), Financial Services (Chair); Operations Management (1), Marketing (2), and Strategy (1). Preferred candidates will be qualified to teach in PhD, Masters and Undergraduate programs, possess a completed doctorate, provide evidence of effective teaching, and have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area, salary is negotiable. These positions are subject to budgetary approval. Applicants should send a curriculum vitae to Dezso Horváth, Dean, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Applications will be accepted until positions are filled. York University has a policy of employment equity, including affirmative action for women faculty, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Finance, and Operations and Decision Sciences areas commencing July 1, 2000. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. The specific area of expertise sought for the Accounting position are tax, auditing and/or accounting information systems; for the Finance position they are derivatives and corporate finance, and for the Operations and Decision Sciences position they are supply chain management. Qualifications include PhD or ABD with evidence of strong research and teaching potential. Limited term positions are also available in Accounting (managerial, financial, and/or auditing), Management and Organizational Behaviour, and Operations and Decision Sciences. The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons of a visible minority, persons with disabilities, and aboriginal people. All appointments are subject to budget approval. Please direct applications to: Dr. Ruth Harris, Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for positions as Lecturer in the Accounting, Management and Organizational Behaviour, Marketing, and Operations and Decision Sciences areas. These one-year limited-term contract appointments will involve teaching introductory and senior undergraduate courses. The term of the contract will normally run from July 1, 2000 to June 30, 2001. Qualifications include an MBA or equivalent. Previous teaching experience is an asset. Instructors will be required to work closely with others teaching the same course, to interact with students, and to organize and present theoretical and applied material. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. Our mission is to achieve excellence in management education. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. All appointments are subject to budget approval. Applications will be accepted until March 31, 2000. Please direct applications to: Dr. C. Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5

BUSINESS ADMINISTRATION

ST. FRANCIS XAVIER UNIVERSITY — Management. The Department of Business Administration at St. Francis Xavier invites applications for a position in Marketing. The appointment is subject to budgetary approval, and it will be at the rank of Assistant Professor. A decision will be made at a later date whether the appointment will be Probationary or Limited Term. Candidates should possess a completed or nearly completed doctorate, or have a graduate degree with extensive executive level experience. The Department strives for excellence in undergraduate business education, and the successful candidate will have demonstrated ability and outstanding potential for excellence in both teaching and research. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to Professor R.F. Madden, Chair, Department of Business Administration, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S., B2G 2W5. Phone (902) 867-5105, Fax (902) 867-5389, rmadden@stfx.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. StFX is committed to the principle of employment equity. Consideration of applicants will begin on March 1.

MOUNT SAINT VINCENT UNIVERSITY — Department of Business Administration and Tourism and Hospitality Management. Applications are invited for a full-time tenure-stream appointment, at the beginning Assistant Professor level commencing July 1, 2000. Applicants should possess a PhD in Business Administration or a related field, have research publications and the ability to teach introductory-level management courses and international business and/or Small Business/Entrepreneurship at the senior undergraduate level. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent to Professor Ned Kelleher, Chair, Department of Business Administration and Tourism and Hospitality Management, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6; or E-mail: Ned.Kelleher@msvu.ca. Applications should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

CARDIAC SURGERY

THE UNIVERSITY OF MANITOBA — The Department of Surgery, Faculty of Medicine at the University of Manitoba and the Surgery Program of the Winnipeg Regional Health Authority, are seeking applications for a contingent geographic full-time position as Head of the Section of Cardiac Surgery. The program incorporates a rich mix of emergent and elective cardiac surgery. The Department of Surgery has a Master's of Science Program and PhD qualifications are provided in associated specialties. Candidates must have senior qualifications in Cardiac surgery in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Eligibility to or certification in Cardiac surgery by the Royal College of Physicians and Surgeons of Canada is preferred. Specific requirements include the following: Substantial record of academic achievement in Cardiac surgery with extensive experience in teaching and research. Proven administrative experience in an academic environment. Demonstrated constructive skills and interpersonal relations with communication. Remuneration and academic rank will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply enclosing curriculum vitae in writing to: Dr. L. Oppenheimer, Professor and Head, Department of Surgery, Health Sciences Centre, GF547-820 Sherbrook Street, Winnipeg, Manitoba, Canada R3A 1R9. Closing date for receipt of applications is March 15, 2000

CARDIOLOGY

UNIVERSITY OF CALGARY — Academic Clinical Cardiac Electrophysiologist. The Department of Medicine invites applications for a full-time academic position at the Assistant Professor level or higher. This position offers an excellent opportunity for a clinician-scientist trained in cardiology with expertise in cardiac electrophysiology and clinical trials methodology. While duties will also include teaching and graduate student supervision, 75% of time will be protected for research. Qualifications include a MD, certification in clinical cardiology, advanced training in cardiac electrophysiology and clinical epidemiology, and eligibility for medical licensure in the Province of Alberta. Salary support and start-up funding will be available through successful application to the Alberta Heritage Foundation for Medical Research as a Clinical Investigator and/or the Medical Research Council of Canada as an MRC Clinician/Scientist. Please submit a curriculum vitae and a statement of research interests and arrange to have three letters of reference sent directly, by March 31, 2000 to: Dr. L. Brent Mitchell, Professor and Head, Division of Cardiology, Foothills Hospital, 1403 - 29 Street N.W., Calgary, Alberta, Canada, T2N 2T9. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

CARIBBEAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a one-year contractually limited appointment at the assistant professor level commencing 1 July 2000. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as several specialized interdisciplinary programs. The Latin American and Caribbean Studies Program is an interdisciplinary program jointly housed in the Divisions of Social science and Humanities. It offers honours undergraduate degrees in conjunction with various disciplinary departments. The successful candidate will hold a Ph.D. or equivalent, and will show promise of excellence in research and publication, with emphasis on Caribbean culture, contemporary gender, class and race relations in the Caribbean, and diasporic studies. He or she must demonstrate a strong competence in undergraduate teaching and an ability to teach in interdisciplinary programs. Specifically, the candidate must be prepared to teach half an introductory course on Caribbean culture, a third-year course ("The Caribbean Experience in Multicultural Canada"), and a fourth-year seminar ("Aspects of Modern Latin American and Caribbean Studies: Gender, Race and Class"). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests and a sample publication, and to have three referees send letters of reference to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St., Toronto, Ontario M3J 1P3; Telephone (416) 736 5056; Fax: (416) 736-5574. Deadline: Friday 14 April 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from qualified members of visible/racial minority groups, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

CLASSICAL STUDIES

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Classics. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. Susan Wendt-Hidebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext 2873, Fax: 519-971-3648; Email: swh@uwindsor.ca

COMMUNICATION STUDIES

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Political Economy of Communication or Critical Studies. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Prof. M. Gold, Communications Studies, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext 2896; Fax: 519-971-3642; Email: mgold@uwindsor.ca

COMPUTER SCIENCE

CARLETON UNIVERSITY — Director of School of Computer Science. Applications and nominations are invited for the position of Director in the School of Computer Science at Carleton University. The appointment is for a renewable three-year term starting July 1, 2000, and will include a continuing academic appointment. The Director is expected to provide strong leadership for faculty, staff, and students and to pursue and promote research and teaching at all levels. The Director can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major centre of advanced technology research and development. The School has 24 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented software engineering, and network computing. The School offers both undergraduate honours programs and graduate programs at the Masters and the PhD level. Research activities at the graduate level include two recently established National Centres of Excellence, one in Geographic Information Systems and another in Communication Networks. The programs have limited enrolment in order to maintain a high quality research and teaching environment. Salary commensurate with qualifications and experience. Applications and nominations for the position should be sent, with curriculum vitae and names of three referees no later than March 30, 2000, to: Professor Frank Fiala, Chair, Selection Committee for Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

UNIVERSITY OF NEW BRUNSWICK — Faculty of Computer Science and Department of Electrical and Computer Engineering. Applications are invited for a tenure track appointment in the area of Software Engineering at the Assistant Professor level, beginning August 1, 2000. Salary will depend upon the qualifications and experience of the successful applicant, who is expected to have or be nearing completion of a PhD and have evidence of research accomplishments and a potential of excellence in teaching. Eligibility for registration as a Professional Engineer is desirable. This appointment will be made jointly between the Faculty of Computer Science and the Department of Electrical and Computer Engineering. The incumbent will be intimately involved in the development of a new degree program in Software Engineering, to be offered jointly by the two groups. Good cooperation currently exists in the offering of the Computer Engineering program and the hardware option of the Computer Science Program. Applicants must be willing to teach at both the undergraduate and graduate levels as well as actively conduct research and supervise graduate students. The Faculty of Computer Science offers the BCS, MCS, and PhD degrees and has 23 faculty members with 700 undergraduate and 60 graduate students. The Department of Electrical and Computer Engineering offers BScE, MScE and PhD degrees in both disciplines and has 18 faculty, 370 undergraduate and 45 graduate students. A new Computer Science building, with laboratories for computer and software engineering, is presently under construction and due to be completed in the summer of 2000. UNB also operates a Multimedia Studies program through the Faculty of Arts, an Electronic Text Centre under the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidates for possible collaboration. The greater Fredericton area has many software firms that have formed collaborations with the University through our new Information Technology Centre. Please direct inquiries to: Dr. Jane Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3, Phone (506) 453-4566; Fax: (506) 453-3566; E-mail: fcs@unb.ca. Applications will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR invites applications for a number of tenure-track positions in Computer Science. Visit our web site for information <http://www.uwindsor.ca/facultypositions> or contact The Program Chair, Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext 2990, Fax: 519-973-7093; Email: gravabon@uwindsor.ca

THE UNIVERSITY OF WATERLOO Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department is able to attract exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the Department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is support-

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RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 37 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

SCHOOL OF OCCUPATIONAL AND PUBLIC HEALTH

Occupational Hygienist or Safety Professional

Ryerson's School of Occupational and Public Health invites applications for a tenure track position at the level of Assistant or Associate Professor in the fields of Occupational Hygiene or Health and Safety Systems Management.

Positioned within the Faculty of Community Services, the School of Occupational and Public Health is committed to the integration of theory and practice through teaching and applied research, and values interdisciplinary initiatives and innovative approaches to professional education. The School offers comprehensive baccalaureate program options in Occupational and Public Health to approximately 350 students. The degree is offered in a traditional four-year option, a five-year Co-op and Internship option, and a two-year accelerated program for university graduates. The School is also a participant in Ryerson's Masters in Environmental Applied Science and Management.

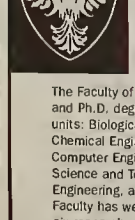
The successful candidate for the position will provide curricular leadership in occupational hygiene or safety systems management that are core to the School's occupational health and safety focus. Preference will be given to candidates who hold a relevant doctorate, have a strong interest and capacity for undergraduate teaching, have a demonstrated capacity for applied research and scholarly activity, and a record of community service.

Applicants are requested to submit their curriculum vitae, the names and addresses of three referees and a letter outlining how their expertise would contribute to the School's continued development as the leading undergraduate school in professional occupational and public health education. Although applications will be accepted until the position is filled, only those applications received by March 31, 2000, are assured of full consideration. Applications should be addressed to: Professor Brian D. Clarence, Director, School of Occupational and Public Health, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

RYERSON

Dean, Faculty of Engineering Dalhousie University



Dalhousie University invites applications and nominations for the position of Dean of the Faculty of Engineering, with the appointment commencing July 1, 2000.

The University, with about 13,700 students and 11 faculties, is one of Canada's top research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and affords its citizens outstanding quality of life.

The Faculty of Engineering offers B.Eng., M.Eng., M.A.Sc., and Ph.D. degrees, and is organized into ten academic units: Biological Engineering, Biomedical Engineering, Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Engineering Mathematics, Food Science and Technology, Industrial Engineering, Mechanical Engineering, and Mining and Metallurgical Engineering. The Faculty has well established co-op programs and houses six research centres. There are currently 75 full-time faculty members, 1060 undergraduate students and 172 graduate students.

The Faculty of Engineering is a partner with the Faculties of Architecture and Computer Science in DalTech, which was created by the 1997 amalgamation of the Technical University of Nova Scotia with Dalhousie. The Faculty is a partner with six Associated Universities in the delivery of undergraduate engineering education.

As Dean of the only Faculty of Engineering in Nova Scotia, the successful candidate will provide leadership for engineering education, research and innovation in the province. He or she will be a proven leader with an exceptional record of achievement, commitment to excellence in research and teaching, and an entrepreneurial style. A strong public presence, superior communications abilities, and excellent interpersonal skills are required. Appropriate academic and professional credentials, including the P.Eng. designation, are essential.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. Please respond in confidence with an appropriate covering letter and curriculum vitae, or submit nominations to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 1D0
Toronto, Ontario M5R 2J9

Fax: (416) 923-8311

Janet Wright & Associates Inc.

Letter to the Prime Minister: 'Reject the Expert Panel Report'

Lettre au premier ministre : «Rejetez les recommandations»

Dear Prime Minister:

As researchers and scientists from across Canada, we are deeply concerned about the growing commercialization of university research.

There is overwhelming historical evidence that the best model of research is one guided by the vision of scientists and conducted with a level of public funding equal to the highest standards in the world. Such a model frees our researchers to be opportunistic, making discoveries where nature allows rather than where a business plan may dictate. Only this will assure Canada a place at the leading edge of discovery.

This model is under threat by the recommendations contained in the Report of the Expert Panel on the Commercialization of University Research. The report, now being considered by your government, recommends tying university research closer to immediate corporate priorities.

The Panel's recommendations would impede the development of genuinely new knowledge and products. The distinctive contributions of university research — with its breadth of knowledge, far time horizons and independent voice — would be at risk. Important research questions that lack the promise of short-term commercial profits would be marginalized. Scientists would be perceived as beholden to special interests.

The Expert Panel's report does not address the real problem. Science at Canadian universities is in crisis. Inadequate core funding has resulted in the decay of university infrastructure, the reduction of faculty numbers, diminished library resources and decreased technical support for research.

An examination of university science and its relation to commercialization is overdue. But this examination must include the participation of a diversity of university researchers, voices missing on the original panel. We urge the Federal Government to reject the Report of the Expert Panel and to set up a new and properly balanced investigation to consider these very important issues.

Yours truly,

Monsieur le Premier Ministre,

En notre qualité de chercheurs et de scientifiques de tout le Canada, nous sommes profondément préoccupés par la commercialisation croissante de la recherche universitaire.

Le meilleur modèle de recherche, et l'histoire en témoigne abondamment, est guidé par la vision des scientifiques et mené grâce à des fonds publics dont le niveau égale les normes les plus élevées au monde. Ce modèle libère nos chercheurs de tout opportunisme et leur permet de faire des découvertes sans la contrainte d'un plan d'affaires. Ce n'est que de cette façon que le Canada s'assurera une place à la fine pointe des découvertes.

Les recommandations du rapport du Groupe d'experts sur la commercialisation des résultats de la recherche universitaire menacent ce modèle. Le rapport, que votre gouvernement étudie présentement, recommande de lier davantage la recherche universitaire aux priorités immédiates du secteur privé.

Les recommandations du Groupe d'experts empêcheraient le développement de nouvelles connaissances et de nouveaux produits véritables. L'apport distinctif de la recherche universitaire, avec l'ampleur de ses connaissances, ses horizons éloignés et sa voix indépendante, serait en péril. D'importantes recherches qui ne sont pas porteuses de profits commerciaux à court terme seraient marginalisées. Les scientifiques seraient perçus comme étant redevables des intérêts particuliers.

Le rapport du Groupe d'experts n'aborde pas le vrai problème. Dans les universités canadiennes, la science est en crise. À cause de l'insuffisance du financement de base, les infrastructures des universités se dégradent, le nombre de professeurs diminue, les ressources des bibliothèques s'amenuisent et le soutien technique pour la recherche est réduit.

Un examen de la science à l'université et de son rapport avec la commercialisation se fait attendre. Cet examen doit toutefois comprendre la participation de divers chercheurs universitaires, absents du premier groupe d'experts. Nous recommandons fortement au gouvernement fédéral de rejeter le rapport du Groupe d'experts et de mettre sur pied un nouveau comité, mieux équilibré, qui se penchera sur ces questions très importantes.

Nous vous prions d'agréer, Monsieur le Premier Ministre, l'assurance de notre haute considération.

INSIDE: Names of those signing this letter to the Prime Minister.
À L'INTÉRIEUR : Nom des personnes ayant signé cette lettre.

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ed by 14 departmental research laboratories For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, bioinformatics, and scientific computation Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A Ph D In Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs uwaterloo ca To expedite handling of applications, candidates should ask their named as references to direct supporting letters to the same address. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds.

UNIVERSITY OF SASKATCHEWAN — Department of Computer Science. Applications are invited for two tenure-track faculty positions at the Assistant Professor level to start July 1, 2000. The Department is interested in outstanding candidates from all areas of computer science. However, preference will be given to candidates interested in collaborative, applied research that cuts across traditional boundaries A successful applicant will be expected to build and sustain a strong research program and to make a commitment to excellence in teaching at both the undergraduate and graduate levels Applicants must have a PhD in computer science or equivalent. Located in Saskatoon, regarded as one of Canada's most liveable cities, the University of Saskatchewan is a major Western Canadian university with a wide range of academic programs and approximately 15,000 full time students The Department of Computer Science is highly respected both locally and nationally for the quality of its academic programs and for its research. It offers graduate programs at the M Sc and PhD levels, with approximately 65 students enrolled, as well as professionally accredited undergraduate programs Home to a diverse collection of vigorous research programs, the Department is seeking to develop new interdisciplinary initiatives in electronic commerce and bioinformatics to complement its existing strengths For further information about the Department, see http://www cs.usask ca Please direct applications or inquiries to the Chair: Professor Derek Eager, Department of Computer Science, University of Saskatchewan, Saskatoon, SK S7N 5A9, Canada, eager@cs.usask ca. Applications should include curriculum vitae and the names and addresses of three references, and will be accepted until the positions are filled These positions have been cleared for advertising at the two-tier level Applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to Employment Equity Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

COMPUTER SCIENCE/ENGINEERING

UNIVERSITY OF NEW BRUNSWICK — Faculty of Computer Science and Department of Electrical and Computer Engineering. Applications are invited for a tenure track appointment in the area of Software Engineering at the Assistant Professor level, beginning August 1, 2000 Salary will depend upon the qualifications and experience of the successful applicant, who is expected to have or be nearing completion of a PhD and have evidence of research accomplishments and a potential of excellence in teaching. Eligibility for registration as a Professional Engineer is desirable. This appointment will be made jointly between the Faculty of Computer Science and the Department of Electrical and Computer Engineering. The incumbent will be intimately involved in the development of a new degree program in Software Engineering to be offered jointly by the two groups Good cooperation currently exists in the offering of the Computer Engineering program and the hardware option of the Computer Science Program. Applicants must be willing to teach at both the undergraduate and graduate levels as well as actively conduct research and supervise graduate students. The Faculty of Computer Science offers the BCS, MCS, and PhD degrees and has 23 faculty members with 700 undergraduate and 60 graduate students. The Department of Electrical and Computer Engineering offers BScE, MSCE and PhD degrees in both disciplines and has 18 faculty, 370 undergraduate and 45 graduate students. A new Computer Science building, with laboratories for computer and software engineering, is presently under construction and due to be completed in the summer of 2000 UNB also operates a Multimedia Studies program through the Faculty of Arts, an Electronic Text Centre under the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidates for possible collaboration. The greater Fredericton area has many software firms that have formed collaborations with the University through our new Information Technology Centre Please direct inquiries to either: Dr. John Christian, Acting Dean, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3, Phone: (506) 453-4591, Fax: (506) 453-4569; E-mail: deaneng@unb.ca, or Dr. Jane Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; Phone: (506) 453-4566; Fax: (506) 453-3566; E-mail: fcs@unb ca. Applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of New Brunswick is committed to the principle of employment equity

COMPUTING & INFORMATION SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Computing & Information Science at the University of Guelph is seeking applications for several tenure-track appointments primarily at the Assistant Professor level in support of its programs in Applied Software Systems Development. Hiring at a higher level may be possible with the appropriate experience and qualifications. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science Candidates with proven research abilities, clear teaching potential and a PhD in Computing Sciences are encouraged to apply. Qualified applicants in other related areas may also be considered, especially those with substantial industrial experience. The successful applicants will be expected to conduct research in some aspects of Computing Science such as Software Engineering, Distributed Systems, Expert Systems, Operating Systems, Compiler Construction, Object-Oriented Methodologies, E-commerce, Mobile Computing, Bio-informatics, Knowledge Based Systems, Pattern Recognition, Databases, Computer Graphics, Image Processing etc. Teaching duties will include teaching core computing science courses plus at least 2 specialized courses. Graduate student teaching in support of the M.Sc. programme and a new PhD Programme is also expected in the area of specialization. Appointments will commence up to January, 2001 Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. I.G. Linders, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed, to Canadian citizens and permanent residents of Canada All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Parallel and Distributed Systems, Software Engineering, and Vision and Robotics We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2 We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see WebCam at www.cs ualberta ca). Our current complement of 37 regular faculty work within a department of 28 support staff, 135 graduate students (50/50 MSc/PhD) and 325 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world We are looking for young eager computing scientists to complement our strengths in all areas We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across subdisciplines. Candidates should have a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, which includes over 1600 existing software development companies. Our current recruiting segment will end March 31, 2000, Find further details about us at www cs ualberta ca and send your curriculum vitae and the names and addresses of three referees to Eli Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1 or everitt@cs.ualberta ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CONTEMPORARY STUDIES

WILFRID LAURIER UNIVERSITY — Brantford Campus, Faculty Position. Wilfrid Laurier University invites applications for a full-time position at the Lecturer or Assistant Professor rank for the new Laurier Brantford Campus located in Brantford, Ontario The position will be a two-year limited-term appointment (renewable), reporting to the Dean of the Brantford Campus The position involves teaching in a multi-disciplinary general degree program in Contemporary Studies Responsibilities include assisting in the development of team taught core courses in Contemporary Studies major, lecturing as part of a team, and providing tutorial leadership. Initially, the primary teaching duties will be to originate and coordinate a course that examines science and its critics. The position will commence on July 1, 2000. Review of applications will begin on April 24, 2000 and will continue until the appointment has been made Interested and qualified applications should include a covering letter, a curriculum vitae, including at least three references, to: L. Arthur Read, PhD, Dean of the Brantford Campus, Wilfrid Laurier University, 73 George St., Brantford, ON N2T 2Y3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

CRIMINOLOGY

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Criminology. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr L. Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON N9B 3P4, Tel. 519-253-3000, Ext 2199, Fax 519-971-3621, Email: lynnep@uwindsor ca.

CULTURAL STUDIES

TRENT UNIVERSITY Cultural Studies Program is an innovative Honours undergraduate interdisciplinary program which has evolved a distinctive practice of cultural studies that draws on such areas as: cultural and social theory, communications, popular culture, film, visual art, theatre, music and comparative literature Subject to budgetary approval, the Program invites applications for a full-time 9 month limited-term appointment at the Lecturer/Assistant Professor level for 2000 – 2001, commencing August 15, 2000 The program is looking for a cultural theorist with an emphasis in Film and/or Literary Studies The position may involve teaching Cultural Studies 100 (Introduction to the Study of Modern Culture), and an advanced third-year film course. Advanced courses in Experimental Fiction and Literary and Critical Theory Applicants are encouraged to obtain further information about the Program from the Chair. They should have a completed PhD or equivalent. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada Aboriginal people are particularly invited to apply All applications, accompanied by transcripts, representative publications, and a full curriculum vitae showing qualifications and previous experience and providing names of at least three referees who have been asked to write on the candidate's behalf, should be sent to: Professor Ian McLachlan, Chair, Cultural Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of all materials, including letters of reference, is March 31, 2000 It is the responsibility of applicants to ensure that their files, including reference letters, are completed by the deadline.

DESIGN ART

CONCORDIA UNIVERSITY — Department of Design Art, Faculty of Fine Arts, is seeking applications for two Full Time, Tenure Track, Assistant Positions, effective June 1, 2000, pending budgetary approval. The ideal candidate for position 1 has: a PhD, MA, MFA or equivalent; teaching experience in 3D design, and design history and theory at the university level; administrative experience and committee work at the university level; an established practice in 3D design, a research profile in design practice and/or design history and theory; familiarity with CAD and 3D modeling software, and rendering and technical drawing The candidate is required to direct students who are participating in the SIDIM-Salon International du Design d'Intérieur de Montreal competition as part of the course content. Proficiently bilingual in English and French is an asset The ideal candidate for position 2 has: PhD, MA, MFA or equivalent; teaching experience in design, theory and studio practice at the university level, administrative experience and committee work at the university level; an established design and/or artistic practice and research profile; knowledge of traditional and contemporary approaches in the practice of the discipline and a familiarity with current ideas in theory and criticism, fluency in written and spoken English and French. The Design Art Department is looking for candidates with a broad based experience in art and design, capable of developing innovative courses in design fundamentals with a conceptual approach, and incorporating one or more of the following. 2D design, 3D design, and digital media The incumbent should have working knowledge of software in graphic design and multi media It is essential that the candidate can teach a collaborative approach, and introduce issues relating to ethical, social and ecological implications in design art. Interested candidates must include a letter of application, a statement of your teaching philosophy and definition of the design art discipline 2 letters of recommendation, 20 slides and/or video, and/or digital documentation of recent professional and students' work, curriculum vitae and other relevant support material before March 21st, 2000 Please address applications to Dr. Lydia Sharman, Associate Professor and Chair, Department of Design Art, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd West, room VA-244, Montreal, Quebec H3G 1M8, email design@vaa2 concordia ca, fax (514) 848-8627. Visit our website http://design.concordia ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DRAMA

UNIVERSITY OF SASKATCHEWAN — Department of Drama. Applications are invited for a twelve month term position at the rank of Instructor in the Department of Drama at the University of Saskatchewan. The successful candidate will teach courses in directing and acting and will be expected to direct a production in the Greystone mainstage season. Qualifications include an MFA in Acting or Directing (or its equivalent in professional experience) and a demonstrated strength in teaching. Expertise in the area of film directing/acting would also be an asset. The appointment is effective 1 July 2000 and will run until 30 June 2001. Resumes, transcripts, and letters of reference should be sent, no later than 1 April 2000, to: Dwayne Brenna, Head, Department of Drama, University of Saskatchewan, 118 Science Place, Saskatoon, Saskatchewan S7N 5E2 The University is committed to Employment Equity Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status

DRAMATIC ART

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Acting/Directing. Visit our web site at <www.uwindsor.ca/facultypositions> or contact Prof. D Mady Kelly, Chair, Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext 2805, Fax 519-971-3629, Email: madyke@uwindsor ca.

ECONOMICS

UNIVERSITY OF REGINA — The Department of Economics invites applications for a tenure track position (subject to budgetary approval) at the rank of Lecturer or Assistant Professor commencing July 1, 2000 Descriptions of the Department's programs are available upon request from

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McMaster University

Chair, Department of Electrical & Computer Engineering

The Faculty of Engineering at McMaster University invites applications and nominations for the position of Chair of the Department of Electrical and Computer Engineering.

The Department of Electrical and Computer Engineering offers two undergraduate degree programmes in electrical and computer engineering and well established graduate programmes leading to M.Eng. and Ph.D. degrees. The department enjoys an excellent research reputation and has a number of nationally and internationally established research groups in communication, computer and power engineering. Research in the department is very well supported by a wide variety of governmental and industrial organizations.

The department is currently undergoing major expansion of its undergraduate and graduate enrolment. This is associated with equivalent expansion of the faculty and staff complements as well as the physical facilities. Seven new faculty appointments were made in the last two years and up to ten more are expected in the next three years. Faculty renewal is seen as critical to the future of the department. This major expansion, which is supported by the Ontario Government's Access To Opportunities Program (ATOP) as well as a number of industrial sponsors, is designed to build on existing strength and to expand into new areas in communication engineering.

We are seeking a dynamic individual who has demonstrated excellence in teaching, research and administration to provide effective leadership to the department at this critical stage in its history and be a role model and a mentor for junior faculty. The chair is expected to be a strong advocate for the Department within the Faculty and University as well as the national and international circles.

This tenured appointment is expected to be at the rank of Professor and will take effect on *July 1, 2000, or as soon as possible thereafter.*

McMaster University has an employment equity program that encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada.

Nominations and applications, including CVs and the names of three referees, should be forwarded to: **Dr. M. Shoukri, Dean, Faculty of Engineering, McMaster University, 128D Main St. West, Hamilton, Ontario, Canada, L8S 4L7.** Although, applications will be considered until the position is filled, the appointment committee will start its deliberations by early January.

Associate Dean (Research), Faculty of Health Sciences McMaster University

McMaster University

McMaster University invites nominations and applications for the position of Associate Dean (Research) of the Faculty of Health Sciences.

The Faculty is known throughout the world as a leader in research and innovative education, both in medicine and across the health professions. McMaster University aspires to be in the top quartile of Canadian universities in the scale of health-related research and among the best in the world in selected areas. The Faculty of Health Sciences and its hospital affiliates have identified five priority areas for maintaining and enhancing research excellence: control of the cell (development of gene-based therapies), information and health (improving the transfer of research evidence into health care practice), blood vessels and their contents (blood disorders, heart disease, stroke), inflammation (particularly as it relates to GI tract and lung), and innovation in education (a seamless interface between research, education, evaluation and health care).

Acknowledged as a key academic leader within the University, the Associate Dean (Research) will be skilled at leading and representing the Faculty of Health Sciences of McMaster University and will influence research development within the Hamilton-Wentworth community. In keeping with this role and the Faculty's mission, the successful candidate should possess outstanding research achievements, demonstrated leadership abilities, excellent communication skills and a record of effective networking related to research policy and funding. Vision, energy, and the ability to work with faculty, staff, students, alumni, the professions, granting agencies and governments to advance inter-disciplinary and inter-institutional research will also characterize the successful candidate.

In partnership with University and community leaders, the Faculty of Health Sciences is engaged in a fund-raising campaign to establish endowed Chairs in strategic areas. The Associate Dean (Research) should be prepared to play an important role in the Changing Tomorrow Today campaign.

The appointment will be at the rank of professor and at a salary level commensurate with experience. The Search Committee will begin its review of candidates' documentation in late February. The appointment is for a five-year term and may commence as early as July 1, 2000.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities and women. In order to discuss this challenging position further, please reply in strict confidence to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

the Department (306-585-4485), or from the University of Regina website, http://www.econ.uregina.ca/. Applicants from all fields of specialization will be considered, but a teaching and research interest in industrial organization would be advantageous. Candidates should have a PhD in economics or be near completion. Teaching experience and a record of scholarship will also be important considerations. Applicants should submit a curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to: Dr. K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, FAX (306) 585-5368. Closing date March 31, 2000 or as soon as a suitable applicant is found. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

THE UNIVERSITY OF WINDSOR invites applications for a limited term position in Macroeconomics. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. R. Meng, Interim Chair, Economics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext 2368, Fax: 519-973-7096; Email: cahill@uwindsor.ca

EDUCATION

UNIVERSITY COLLEGE OF THE CARIBOO — School of Education. Duties: The School of Education, University College of the Cariboo, Kamloops, BC invites applications for the position of full-time sessional instructor in Education. The successful candidate will teach education courses focusing on the principles of teaching education, language arts, and on children's literature. Some work with student teachers on practica is also part of the workload. Qualifications: Master's degree, or PhD (or in progress); Elementary school teaching experience, with particular emphasis on language; arts; Preferred graduate level preparation in teaching education/children's literature/ language arts. Term of Appointment: 21 August 2000 to 22 December 2000. Closing Date for Applications: 30 April 2000. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #00-006 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITÉ LAURENTIENNE — Education. L'école des sciences de l'éducation sollicite des candidatures pour combler trois postes de professeur ou de professeure en formation du personnel enseignant francophone, dans les domaines des sciences générales, des arts et de l'éducation physique et de la santé. Ces trois postes sont d'une durée de un à trois ans avec possibilité de mener à la permanence. Tous sont sujets aux disponibilités budgétaires. L'on accordera la préférence aux candidats et aux candidates détenant un doctorat en éducation ou dans un domaine connexe ainsi qu'un dossier de recherche satisfaisant. L'on considérera la candidature de personnes en voie de compléter le doctorat et possédant une expérience d'enseignement satisfaisante. Une expérience pratique du milieu scolaire et la connaissance du système d'éducation et des programmes scolaires de l'Ontario seront de précieux atouts. Conformément aux exigences en matière d'immigration, cette annonce s'adresse aux citoyens et citoyennes dont la résidence permanente est au Canada. La Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Prière d'envoyer un curriculum vitae détaillé et trois lettres de recommandation avant le 20 mars 2000 au comité de sélection, École des sciences de l'éducation, Université Laurentienne, Chemin du Lac Ramsey, Sudbury, ON P3E 2C6. Télécopieur : (705) 675-4816.

UNIVERSITY OF CALGARY — The Faculty of Education invites applications for an Instructor II position with responsibilities in the Division of Teacher Preparation for an Initial Term appointment, beginning July 1, 2000. We seek applicants willing to take risks and to teach in a Faculty that leads both in innovation and soundness of program. We have moved from a traditional professional teacher preparation program to one which is inquiry-based, field-oriented, learner-focused, and which seeks to integrate theory and practice. You must be prepared to lead a combination of program elements assigned from professional seminars, case tutorials and field seminars, as well as to engage in field supervision and other activities which support the teacher preparation program. Instructor positions do not involve graduate supervision. Your qualifications include teacher certification, classroom teaching experience, a completed graduate degree, and a strong ability to work in a collaborative environment. Salary will be commensurate with qualifications and experience. Applications will be received until April 30, 2000 with a curriculum vitae and three letters of reference directed to: Dr. Annette LaGrange, Dean, Faculty of Education, University of Calgary, 2500 University Drive NW, Calgary, AB T2N 1N4. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. The University of Calgary respects, appreciates and encourages diversity.

UNIVERSITY OF ALBERTA — La Faculté Saint-Jean, sollicite des candidatures pour un poste à temps plein de professeur(e) adjoint(e), menant à la permanence, pour son programme en éducation débutant le 1er juillet 2000. Selon les candidatures reçues, le poste pourra être au rang de professeur(e) agrégé(e). La personne engagée devra posséder un doctorat pertinent et un solide dossier de recherche et de publications, ainsi qu'une bonne connaissance du milieu scolaire. Une excellente maîtrise de la langue française est requise. La Faculté cherche une personne qui peut fournir un leadership dans le programme de maîtrise en sciences de l'éducation et dans le programme de formation à l'enseignement, dans un ou deux des domaines suivants : administration scolaire/leadership; psychopédagogie; pedagogie générale, (pratique de l'enseignement) et la didactique générale. Le poste appelle un enseignement aux premier et deuxième cycles, incluant la supervision de stagiaires et d'étudiants de deuxième cycle, de même que des qualités de leadership, une capacité à travailler en équipe et dans un cadre interdisciplinaire. Faculté de langue française dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculty of Business), BEd, BEd après diplôme, BSc et MEd. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen-nes canadien-nes et aux résident-es permanent-es. En l'absence de candidat-es citoyen-nes canadien-nes ou résident-es permanent-es répondant aux exigences du poste, nous considérerons d'autres personnes. Les demandes seront acceptées jusqu'au 30 mars 2000. Un curriculum vitae détaillé et les noms de trois répondants doivent être envoyés à : Madame Claudette Tardif, PhD, Doyenne, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury, Edmonton, AB, T6C 4G9. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

MCGILL UNIVERSITY — The Department of Culture and Values in Education invites applications for a tenure-track position in International Education and Development at the level of assistant professor, to begin September 1, 2000. Educational background and research areas: a PhD in International Educational Development or a related field; a research and teaching focus in at least two of the following: educational development, comparative education; intercultural/multicultural education, gender and development. The successful candidate will be expected to teach courses at the undergraduate and graduate levels in appropriate areas and to supervise masters and doctoral students. Those having a well established or developing program of research will be favoured. In accordance with Canadian immigration requirements, initial priority will be given to Canadian citizens or permanent residents of Canada. McGill University supports employment equity, applications from women and men, persons with disabilities, members of visible minorities and aboriginal persons. The deadline for applications is April 30, 2000. Letters of application should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Dr. David C. Smith, Search Committee, Department of Culture and Values in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2.

UNIVERSITY OF SASKATCHEWAN — Centre for School-Based Experiences, The College of Education, University of Saskatchewan invites applications for approximately ten College Supervisor positions during the Fall term of the 2000 – 2001 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and a valid Saskatchewan teaching certificate or eligibility to such; B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision, proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are fulltime term positions from August 1, 2000 through December 31, 2000. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Trevor Gambell, Assistant Dean (Student Affairs), College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1 Canada. Deadline for applications is April 14, 2000. Candidates will likely not be informed of appointments until June, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

THE UNIVERSITY OF WINDSOR invites applications for a number of tenure-track and limited-term positions. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. M. Awendel, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext 3801; Fax: 519-971-3612; Email: awendel@uwindsor.ca

ENDOCRINOLOGY

DALHOUSIE UNIVERSITY/QUEEN ELIZABETH II HEALTH SCIENCES CENTRE — Endocrinologist. The Department of Medicine, Dalhousie University/QEII Health Sciences Centre seeks applications for a hospital-based endocrinologist in the Division of Endocrinology. This is a combined Hospital/University (geographic full-time) position with the academic rank of associate/assistant professor, dependent upon qualifications & experience. Candidates must have FRCP(C) certification (or equivalent) and be eligible for specialty licensure in Nova Scotia. The successful applicant would be expected to spend approximately 25% of his or her time doing basic or clinical research in some aspect of endocrinology or metabolism. The other 75% would be divided amongst clinical activities, administration and teaching at both graduate and undergraduate levels. The individual would participate in all of the Division's activities, and would share consultation service, on-call, and teaching responsibilities. It is expected that the applicant would spend at least four half-days or equivalent in a specialty endocrinology clinic in the area of his or her expertise. The individual's area of research and clinical expertise should complement those of other members of the Division, with a major focus on diabetes, bone disease or thyroid disease. The Division of Endocrinology is committed to excellence in clinical care, education, and research, and the successful applicant will be strong in each of these areas. Clinical activities include ambulatory care and in-patient consultation. Through our close links with the Diabetes Management Centre and the Osteoporosis Centre the Division plays a major role in preventive endocrine health for the city and province. Major research interests of the Division include studies of thyroid and adrenal autoimmunity, the role of leptin in obesity, and clinical studies of novel therapeutic agents. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal Peoples, persons with disabilities, racially visible persons and women. Please send Curriculum Vitae and names and addresses of three referees to: Dr. Jack Wall, Head, Division of Endocrinology and Metabolism, QEII Health Sciences Centre, Room 0-45, 7-North Victoria Building, 1278 Tower Road, Halifax, Nova Scotia B3H 2Y9. Closing date for applications is 30 days after the date of this ad.

The UNIVERSITY of WINNIPEG

Assistant Professor
Department of Sociology

The Department of Sociology at the University of Winnipeg is pleased to invite applications for a one-year sessional position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 2000. Salary commensurate with qualifications and experience. The preferred Candidate will have specialization in the areas of Family, Sex and Gender Relations. Candidates should also be able to teach introductory and intermediate courses in Sociology. Candidates should hold a Ph.D. or be near completion, and have a strong interest in research and teaching. The successful candidate must have a strong commitment to undergraduate teaching and to research.

As an employer, the University welcomes diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents.

Interested candidates should, by ***April 14, 2000***, send a curriculum vitae, including thee letters of reference to: ***Professor Sandra Kirby, Chair, Department of Sociology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9***, Fax: 204-774-4134.

The University of Manitoba
Faculty of Engineering

HEAD
DEPARTMENT OF MECHANICAL & INDUSTRIAL ENGINEERING

The Department of Mechanical and Industrial Engineering invites applications and nominations for the position of Head. The Department currently has 22 academic staff and 11 support staff. It typically has 300 to 350 undergraduate students in the final three years of two accredited programs provided in both regular and co-op formats. There are approximately 80 postgraduate students studying for M.Sc. and PhD degrees.

For over 50 years, the Department of Mechanical and Industrial Engineering has provided premium undergraduate and graduate programs. Design is a particular strength of these programs. In addition to programs in Mechanical Engineering and Industrial Engineering, the Department offers an option in Aerospace Engineering. A program in Manufacturing and Production Engineering is currently being developed. The Department has hosted three NSERC Industrial Research Chairs. The Department has strong research groups in solid mechanics, thermofluids, materials science and engineering, manufacturing, and automation.

The Faculty of Engineering at the University of Manitoba has the largest Endowment Fund in the University and is a campus leader in securing NSERC strategic and major equipment grants and industrial contracts. The Faculty is committed to enhancing equity and accessibility. It sponsors the Engineering Access Program for Aboriginal students, as well as the Access Program for Women in Engineering and Science.

The position has two components: an administrative position as head and an academic faculty position. The initial head appointment, effective July 1, 2000, or as soon as possible thereafter, is for a period of five years with the possibility of reappointment. The faculty appointment will be with tenure at the rank of Associate Professor or Full Professor dependent upon qualifications and experience. Applications are invited from candidates who have a commitment to high-quality teaching, research and the profession, and a record of interaction with industry. The ability to provide leadership and sound administration is paramount. Applicants are expected to develop a professional liaison with local industry and must have a Ph.D. or equivalent. Candidates external to the university will be expected to have expertise in one of the following areas: Aerospace Engineering, Thermofluids, or Manufacturing and Production Engineering. Applicants and nominees must be currently registered, or eligible for registration, with the Association of Professional Engineers and Geoscientists of Manitoba.

The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with immigration requirements priority consideration will be given to Canadian citizens and permanent residents.

Applications, including i) a curriculum vitae, ii) a statement which describes how, as the new head, the candidate would identify, prioritize, and address the main challenges for the Department in the next five years, and iii) the names of three persons willing to provide letters of reference, should be forwarded to: **Dr. Douglas Ruth, P.Eng., Dean of Engineering, University of Manitoba, 350 Engineering Building, Winnipeg, Manitoba, Canada, R3T 5V6** E-mail: dean_engineering@umanitoba.ca.

Letters of nomination can also be forwarded to the Dean; nominees will be invited to apply. The names of applicants will be treated confidentially until a "short list" of applicants is decided upon. Short-listed applicants will be invited to give a presentation to the Faculty. Closing date for receipt of applications is **April 30, 2000.**

COLLEGE OF SCIENCE AND MANAGEMENT

FULL-TIME SABBATICAL REPLACEMENTS

The University of Northern British Columbia opened in 1994 and is in its sixth year of operation with approximately 3,500 full and part-time students in over 40 academic programs. The University has a regional mandate to serve the northern two-thirds of the province, with regional offices located in Prince Rupert, Fort St. John and Quesnel. The main campus is located in Prince George, B.C., and offers an unbeatable combination: a strong mandate for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

UNBC requires instructors to teach courses in the following subjects for the 2000-2001 academic year to replace Faculty on sabbatical leave. Instructors capable of offering some combination of the listed courses in any discipline or across disciplines are encouraged to apply.

Chemistry: General Chemistry, Organic and Biochemistry, Environmental Chemistry.

Biology: Microbiology, Cell and Molecular Biology, Invertebrate Zoology, Entomology, Plant-Microbial Interactions.

Forestry: Forest Health, Forest Soils, Soil Formation and Classification, Biochemical Processes in Soil Systems, Resource Valuation, Natural Resources Management, Integrated Resource Management.

Environmental Studies: Introduction to Aquatic Systems, Introduction to Planning, Environmental Impact Assessment, Environmental Law, Advanced Environmental Assessment, Land Use Planning.

Geography: Cultural Geography, Geography of Russia, Recreational Geography, Resource Geography, Geography of the Circumpolar North, Aboriginal Geography.

Resource Recreation and Tourism: Introduction to Resource-based Tourism, Interpretative Techniques, Organization and Management of Recreation and Tourism, Commercial Recreation and Tourism, *Recreation for Special Needs, Parks Planning and Management*, Social and Behavioural Dimensions of Recreation and Tourism, Issues and Trends in Resource Recreation and Tourism.

Mathematics and Computer Science: Operations Research, Topology, Biostatistics, Applied Mathematics, Computer Programming, Human Interface Design, Computer Applications Programming, Theory of Computation.

Business Administration: Introduction to Management Science, Human Resource Management, Production and Operations Management, Management Science, Organizational Behaviour.

Please forward your curriculum vitae, and the names and addresses of at least three references (including telephone and fax numbers) and a statement of teaching interests and philosophy by **March 31, 2000** to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Inquiries may be directed to Dr. Keith Egger, Acting Dean, College of Science and Management at (250) 960-5860, fax (250) 960-5537 or by e-mail at egger@unbc.ca.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

For more information, visit our website: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

UBC

Vice President of Research

The University of British Columbia (UBC) and Providence Health Care (PHC) are seeking a dynamic leader to develop world-class, cutting edge scientific strategies for the research community of PHC in cooperation with the academic community of UBC.

The successful candidate will lead an energetic team of scientists, integrating their research activities with the hospital's programs, services, mission, values and strategic direction, and balancing that with the university priorities to achieve excellence on all levels.

Providence Health Care provides secondary, tertiary and quaternary services on eight sites in Vancouver, serving regional, provincial and national patient populations. It is one of four main teaching hospitals affiliated with UBC, with significant research programs in cardiac sciences, respirology, HIV/AIDS, psychiatry, gerontology, nephrology, and health services.

The ideal candidate will be a prominent researcher with vision, energy, outstanding leadership skills and business acumen, who is able to work collaboratively with multiple stakeholders, communicate effectively and foster cooperative relationships internally and externally.

This position reports to and works with the PHC President and CEO in the capacity of Vice President, Research and to the Dean, Faculty of Medicine, UBC in the capacity of Assistant Dean, Research. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Salary and rank will be commensurate with qualifications and experience.

UBC and PHC hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply by **April 21, 2000**, to:

Mr. Phil Hassen, President & CEO
Providence Health Care
1081 Burrard Street
Vancouver, B.C.
V6Z 1Y6

Providence HEALTH CARE
St. Paul's Hospital

ENGINEERING

McGILL UNIVERSITY — The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for a tenure track appointment at the Assistant Professor level in the area of geotechnical engineering. The Department of Civil Engineering and Applied Mechanics is one of five Departments of Engineering and two Schools within the Faculty of Engineering. The Department has 15 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, structural engineering, environmental engineering, geo-environmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 225 full-time students at the undergraduate level and approximately 65 graduate students in M.Eng. and PhD programs. Applicants for this position should hold a doctoral degree and have a demonstrated commitment to teaching geotechnical engineering oriented courses at both the undergraduate and graduate levels. The successful candidate must demonstrate a capability to sustain research activity in the area of geotechnical engineering and should have a strong interest and expertise in experimental research. The position is available as early as September 1, 2000. The screening of applicants will begin in April 2000. Interested candidates should submit an application which includes a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to Professor D. Mitchell, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke St. W., Montreal (Quebec), H3A 2K6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement.

ROYAL MILITARY COLLEGE OF CANADA — The Department of Electrical and Computer Engineering of the Royal Military College of Canada invites applications for a position at the level of Assistant Professor of Electrical and Computer Engineering. This position will be filled if an expected vacancy becomes available, and if the expected funding is made available. The appointment will be for an initial three-year term. Our department is seeking an engineer with expertise in one or more of the following areas: Software Engineering, Computer and Data Communications and Digital Electronics. The required qualifications are a PhD in one of the above areas, publications in the area of specialty, and acceptable teaching experience. All candidates must be eligible for registration as Professional Engineers in Canada. The successful candidate should be prepared to teach undergraduate and graduate courses in Electrical and Computer Engineering, and to conduct active research programs. The ability to teach in English as well as French is essential for this bilingual position. (Preference will be given to the bilingual Eligibility List. Eligibility Lists may be established to staff similar position with various linguistic requirements and profiles.) The salary range is under negotiation but is $38,975 to $59,785 for 1999/00. Starting salary will be in accordance with experience and qualifications. A curriculum vitae, including proof of education, a summary of research interests, copies of your list of publications and the names and addresses of three academic referees, must be addressed to: Dr. Y.T. Chan, Head, Department of Electrical and Computer Engineering, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, Ontario K7K 5L0. The expected starting date for the position is 1 July 2000. The closing date for applications is 30 April 2000. In conformity with Canadian immigration policies, this position is offered to Canadian citizens in the first instance and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. On peut obtenir une version française de cette annonce en s'adressant à: Dr. Y.T. Chan, Directeur, Département de Génie Électrique et Génie Informatique, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston, Ontario, K7K 5L0.

COLLÈGE MILITAIRE ROYAL DU CANADA — Le département de Génie Électrique et Génie Informatique du Collège militaire royal du Canada cherche à combler un poste au rang de Professeur(e) Adjoint(e) de génie électrique et génie informatique. Ce poste est offert dans l'éventualité d'une ouverture, et si les ressources financières attendues sont disponibles. La nomination sera initialement d'une durée de trois ans. Notre département est à la recherche d'un(e) ingénieur(e), ayant développé(e) une expertise dans un ou plusieurs des domaines suivants: génie logiciel, ordinateurs et communications de données informatiques, systèmes numériques et électronique. Les qualifications exigées sont un doctorat dans un des domaines indiqués ci-dessus, des publications scientifiques dans la discipline de recherche, de même qu'une expérience acceptable en enseignement. Tous les candidat(es) doivent être admissible à l'enregistrement en tant qu'ingénieurs professionels au Canada. Le ou la candidat(e) choisi(e) devra être prêt(e) à enseigner les cours types d'un programme de génie électrique et génie informatique, que ce soit au niveau de Baccalauréat ou au niveau des Études Avancées. On s'attend également à ce que le candidat(e) développe un programme de recherche original. La capacité à enseigner en anglais aussi bien qu'en français est un prérequis pour ce poste bilingue. (La préférence sera accordée aux personnes qui sont sur la liste d'admissibilité. Cette liste d'admissibilité pourra être utilisée pour doter des postes semblables, dont le profil et les exigences linguistiques sont varies.) L'échelle salariale est présentement en négociation, mais étant 38975$ à 59785$ pour 1999/00. Le salaire offert sera déterminé selon l'expérience et les qualifications du ou de la candidat(e). Si cette position vous intéresse, veuillez faire parvenir une copie de votre curriculum vitae, incluant une copie des documents attestant vos diplômes, un sommaire de vos intérêts de recherche, une copie de vos publications, ainsi que les noms de trois personnes supportant vos références académiques à: Dr. Y.T. Chan, Département de Génie Électrique et Génie Informatique, Collège militaire royal du Canada, CP 17000, Succursale Forces, Kingston, Ontario K7K 5L0. La date prévue d'entrée en fonction est le 1 juillet 2000. La date limite de présentation des candidatures est le 30 avril 2000. Selon les politiques canadiennes d'immigration, ce poste est offert en priorité aux citoyens et citoyennes du Canada et, en deuxième priorité, aux résidents permanents et immigrants reçus. Le Collège militaire royal du Canada est un établissement coéducationnel et bilingue, et cette position est offerte également aux femmes et aux hommes. To obtain an English version of this ad please write to: Dr. Y.T. Chan, Head, Department of Electrical and Computer Engineering, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, Ontario, K7K 5L0.

UNIVERSITY OF GUELPH — School of Engineering. We invite applications for a full-time tenure-track position in Biological Engineering. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD degree in Biomedical Engineering, Biological Engineering, or a related engineering field with demonstrated research interests in the areas listed below. The successful applicant is expected to establish a strong research program and to teach both graduate and undergraduate courses in the School's engineering core program and the Biological Engineering specialty. As well, the applicant is expected to supervise both MSc, M.Eng. and PhD students. Examples of areas of particular interest are biomaterials, biomechanics, molecular, cellular and tissue engineering, bioinstrumentation, and bioinformatics. Applicants must be a Professional Engineer or be qualified and prepared to become a register ed Professional Engineer in the Province of Ontario. The School of Engineering has 22 faculty, 13 staff, approximately 500 undergraduate students (40% of whom are female) and about 60 graduate students. It currently offers accredited undergraduate programs in biological engineering, engineering systems and computing, environmental engineering, and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 11,600 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: July 14, 2000. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. Lambert Otten, P.Eng., Director, School of Engineering, University of Guelph, Guelph, ON N1G 2W1. Email: lotten@uoguelph.ca; FAX: (519) 836-0227. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF ALBERTA — Mining Engineering. Applications are invited for a full time tenure track position in Mining Engineering. Candidates should have a Bachelor's degree in mining engineering or similar related discipline, knowledge of modern mining technology, and an earned doctorate in mining or a related engineering discipline. The successful candidate will be expected to conduct research and supervise graduate students in his or her area of expertise, teach undergraduate and post-graduate courses in mining, and assist in the teaching of other courses at the undergraduate level. The successful candidate should have mining industrial experience and good contacts within the industry, good communication and presentation skills, and strong leadership capabilities to help continue development of the mining program and to foster close cooperation with the Mining Industry. The person appointed will be expected to obtain and maintain registration as a Professional Engineer in Alberta. While our preference is to appoint at the rank of Assistant Professor, the level of appointment will depend on qualifications and experience. The University of Alberta, founded in 1908, is one of the largest universities in Canada with over 24,000 undergraduate and over 2600 graduate students. The Faculty of Engineering has over 2700 undergraduate and 550 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers BSc, MEng, MSc and PhD programs in both mining and petroleum engineering. The School has 10 faculty positions, 175 undergraduate students and 35 graduate students. The School of Mining and Petroleum Engineering is supported by a very strong and active Mining Industry Advisory Committee, which provides advice, support and financial assistance to the teaching and research programs. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population in excess of 700,000 and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Applicants should send a curriculum vitae, including employment history, citizenship, teaching, research and publication record, a statement concerning their teaching and research interests, reprints of at least two representative research papers, and the names of at least three referees by 30 April 2000 to: Dr. J. Szymanski, Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, 220 Civil Electrical Building, University of Alberta, Edmonton, AB, Canada, T6G 2G7. Tel: (780) 492-9770, Fax: (780) 492-0249, E-mail: jozef.szymanski@ualberta.ca, home page www.civl.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF NEW BRUNSWICK — Department of Electrical and Computer Engineering and Faculty of Computer Science. Applications are invites for a tenure track appointment in the area of Software Engineering at the Assistant Professor level, beginning August 1, 2000. Salary will depend upon the qualifications and experience of the successful applicant, who is expected to have or be nearing completion of a PhD and have evidence of research accomplishments and a potential of excellence in teaching. Eligibility for registration as a Professional Engineer is desirable. This appointment will be made jointly between the Department of Electrical and Computer Engineering and the Faculty of Computer

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Ontario College of Art & Design

Canada's leading institution for advanced education in art and design currently requires outstanding leaders in art and academia to join OCAD in an important period of institutional change.

Dean, Faculty of Art

Working closely with other Deans and senior managers, you will lead a faculty of 90 professional artists and dedicated teachers delivering programs in Drawing & Painting, Printmaking, Photography, Integrated Media, and Sculpture/Installation. Success demands an MFA degree and a significant record of professional activity as an artist.

Dean, Faculty of Liberal Studies

Working in collaboration with other Deans, you will direct a faculty of 25 professional art, design, and cultural historians, critics, and committed teachers delivering Liberal Studies courses in all program areas. Your background includes a doctorate in Art or Design History or Cultural Studies or an equivalent area of expertise and a significant record of research and professional activity in the field.

Both roles require a track record of strong educational leadership and administrative experience, 5 years' university teaching experience, and outstanding communication and consensus facilitation skills. Appointments are for a 5-year renewable term commencing August 1, 2000, with a permanent teaching position following the successful completion of a decanal term.

OCAD

Qualified applicants are invited to submit a resume, in confidence, stating the position of interest, to:

Human Resources Department
ONTARIO COLLEGE OF ART & DESIGN
100 McCaul Street, Toronto, Ontario M5T 1W1
Fax: (416) 977-3034
For further information, visit our web-site at: **www.ocad.on.ca**

As an employment equity employer, we encourage applications from women, First Nations People, visible minorities, and people with disabilities.

We thank all applicants; however, only those short-listed will be contacted.

UNIVERSITY OF BRITISH COLUMBIA
DEPARTMENT OF CURRICULUM STUDIES

CURRICULUM STUDIES AND MATH, SCIENCE AND TECHNOLOGY

The Department of Curriculum Studies at the University of British Columbia invites applications for up to two tenure-track positions at the assistant professor level. Applicants who have experience and expertise in one of the following three areas are encouraged to apply: **technology-enhanced secondary physical science or technology-enhanced elementary mathematics education, and technology education (formerly industrial education).**

The Department offers programs leading to the Ph.D., M.A. and M.Ed. Degrees, as well as a B.Ed. Degree with teacher certification. Programs and courses within the Department of Curriculum Studies encompass curriculum theory as well as all school curriculum areas with the exception of languages. Department members and students work in a collaborative, multi-disciplinary environment.

Candidates should have a doctoral degree, a well-defined research program, relevant teaching experience in elementary mathematics, secondary physics or chemistry education, or technology education, and a record of research and publication. It would be desirable if applicants had additional interests in one or more of the following areas: curriculum studies, teacher education, environmental issues, early childhood education, cultural studies, or learning in informal or out-of-school settings.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, developing and maintaining relationships within the profession, and maintaining an active program of research and publication. Salary will be dependent upon the successful candidate's qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The appointments will become effective July 1, 2000 subject to final budgetary approval.

The closing date for applications is **April 30, 2000** or until the position is filled.

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be sent to: **Dr. Rita L. Irwin, Head, Department of Curriculum Studies, Faculty of Education The University of British Columbia, 2125 Main Mall, Vancouver, BC, Canada, V6T 1Z4.**

The University of Manitoba

DEAN CONTINUING EDUCATION DIVISION

The University of Manitoba invites applications and nominations for the position of Dean, Continuing Education Division.

Located in the culturally rich and ethnically diverse city of Winnipeg, the University of Manitoba is a large and dynamic institution of higher education. Established in 1877, it is a comprehensive university comprising 16 faculties and four schools offering 78 degrees, diplomas and certificates. The University of Manitoba is committed to a new strategic direction as outlined in the University's Final Report of the Task Force on Strategic Planning: Building on Strengths.

The Division of Continuing Education's mission is to advance lifelong learning in Manitoba and beyond by assisting individuals to achieve personal and professional goals. It pursues this mission through the development and off-campus delivery of degree credit courses, and on-campus delivery of summer session courses. The Division, noted for its variety of non-degree courses and programs designed to meet the needs of special groups, presents opportunities for innovative program development and delivery. The Division's annual operating budget is approximately $10 million, it registers about 23,500 students annually, and comprises about 116 FTE academic staff and more than 70 FTE support staff.

Candidates should have a doctorate in Adult Education or a related field, a record of success in teaching and research, and a demonstrated commitment to adult and continuing education. It is expected that the new Dean will build on what has been achieved within the Division's collegial environment and provide leadership to carry out the Division's mission through existing and new program initiatives. The successful candidate should have a record of success in strategic planning, program implementation, financial management, and human resource development. In addition to providing leadership by sustaining the vision, articulating plans, mentoring and empowering staff, and encouraging teamwork within the Division, the new Dean will foster partnerships within the University, other post-secondary institutions, and community, and business organizations.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 2000 and is normally for a term of five years. Applications (including curriculum vitae and the names of three referees) and nominations will be considered commencing **April 1, 2000**. Please forward in confidence to: **Richard A. Lobdell, Vice-Provost (Programs) and Chair, Presidential Advisory Committee on the Selection of a Dean, Continuing Education Division, Room 208 Administration Building, Winnipeg, Manitoba, R3T 2N2**

McGill

Director of the McGill Institute for the Study of Canada

The Institute: The McGill Institute for the Study of Canada was established in 1994 with joint funding from McGill University and the CRB Foundation to manage the Canadian Studies program, to promote the study of Canada within the University and the wider community, and to develop understanding of Canada's achievements and problems. The Director reports to a Board of Trustees, and to the Dean of the Faculty of Arts.

The Position: McGill University welcomes applications from qualified candidates for appointment as Director of the McGill Institute for the Study of Canada effective July 1, 2001.

Requirements: PhD. required, with significant scholarly publications on Canada in the Humanities or Social Sciences and successful teaching. Must demonstrate skill in communicating through the media, experience in administration and comfort in working with students, colleagues, business people and government officials in English and French.

Responsibilities: Under the oversight of the Board of Trustees and the Dean of the Faculty of Arts, directs the Institute and its academic and public education programs, works with academic colleagues, staff and students associated with the Institute, teaches one or more Institute courses, expands the Institute's external funding, represents the Institute through the media, scholarly conferences and public fora, and networks with Canadian Studies in Canada and abroad.

Compensation: Dependent on qualifications and experience, with the possibility of tenure.

Applications: Candidates must apply by **April 2, 2000.** The search will continue until a suitable candidate is found. Candidates should send a covering letter, a curriculum vitae highlighting the requirements of the position, and the names of three referees to:

The Dean
Faculty of Arts
McGill University
853 Sherbrooke Street West
Montreal, QC H3A 2T6

In accordance with Canadian immigration requirements this advertisement is addressed in first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

University of Waterloo

The J. Trevor Eyton Chair in Entrepreneurship

The University of Waterloo invites applications from outstanding individuals for a tenure stream appointment to the Eyton Chair in Entrepreneurship. This appointment can be made at any level, commencing between September 1, 2000, and January 1, 2001, and will be located in the Department of Management Sciences in the Faculty of Engineering. We are seeking someone with a Ph.D. who is capable of teaching, research and graduate supervision in the area of entrepreneurship. The successful candidate is expected to have a strong research focus applicable to technology-based or knowledge-intensive ventures.

The Department's current research interests include entrepreneurship, management of technology, behavioural information systems, and applied operations research. Applicants can learn more about the Department at http://mansci2.uwaterloo.ca/.

The University of Waterloo is noted for its innovative programs, including the largest co-operative education activity in the world, and for its ability to attract the highest quality students. The University is a Canadian leader in research, and prides itself on close co-operation with industry through co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Toronto and numerous outdoor and indoor recreational activities.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary will be commensurate with qualifications and experience.

Please send a detailed curriculum vitae and the names of three references before **May 31, 2000, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1** (e-mail: fuller@engmail.uwaterloo.ca; fax 519-746-7252).

Science. The incumbent will be internately involved in the development of a new degree program in Software Engineering, to be offered jointly by the two groups. Good cooperation currently exists in the offering of the Computer Engineering program and the hardware option of the Computer Science Program. Applicants must be willing to teach at both the undergraduate and graduate levels as well as actively conduct research and supervise graduate students. The Faculty of Computer Science offers the BCS, MCS, and PhD degrees and has 23 faculty members with 700 undergraduate and 60 graduate students. The Department of Electrical and Computer Engineering offers BSCE, MSCE, and PhD degrees in both disciplines and has 18 faculty, 370 undergraduate and 45 graduate students. A new Computer Science building, with laboratories for computer and software engineering, is presently under construction and due to be completed in the summer of 2000. UNB also operates a Multimedia Studies program through the Faculty of Arts, an Electronic Text Centre under the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidates for possible collaboration. The greater Fredericton area has many software firms that have formed collaborations with the University through our new Information Technology Centre. Please direct inquiries to: Dr. John Christian, Acting Dean, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, **NB E3B 5A3**; Phone: (506) 453-4591; Fax: (506) 453-4569, E-mail: deaneng@unb.ca. Applications will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Industrial & Manufacturing Systems in the areas of Operations Research and Artificial Intelligence, Stochastic Processes, Materials Handling, Decisions Support Systems, and Simulation of Manufacturing Systems. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. S. Dutta, Program Chair, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2607; Fax: 519-973-7062, Email: sdutta@uwindsor.ca.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering, a strong analytical background and a research record in materials. The successful candidate must complement the department's infrastructure group which includes the focus areas of construction engineering and management, roads and pavements, building sciences and materials, trenchless and tunneling technology, and repair and rehabilitation. It is anticipated that the appointment will begin May 2000 or as soon as possible thereafter. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering as well as undergraduate courses in General Engineering. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX numbers of at least three references. Mail to Professor I.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a Ph.D. in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — Engineering (Associate Director of First Year). The Faculty of Engineering invites applications for a three-year definite term-position at the rank of Lecturer, with the possibility of reappointment. Applicants must be eligible for Professional Engineering registration in Ontario and have a Ph.D. It is anticipated that the appointment will begin May 2000. Applicants must have a proven ability for outstanding teaching in engineering. Industrial experience is desirable. At the University of Waterloo the First Year Engineering Office is responsible for facilitating the transition from a high school environment to the University environment. The role of the Associate Director is to assume leadership of many of the day-to-day operational requirements. The successful candidate must have excellent communication skills, a record of outstanding teaching in engineering subjects, and be able to teach first year undergraduate courses in subjects such as digital computation and electrical circuits. The primary duties will include: academic advising, teaching of first year engineering students in both a formal classroom setting and in special help sessions, and leading a number of administrative tasks related to first year engineering. Duties also will include high school liaison. The allocation of duties normally will be at least 30% teaching, at least 50% service and at most 20% research. Participation in research is expected. Research interests in the teaching of technical material is preferred however research interests in more traditional Engineering areas will be considered in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail W.M. Loucks, Associate Dean, Undergraduate, Undergraduate Office, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

UNIVERSITY OF WATERLOO — Systems Design Engineering, University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidate should possess a Ph.D. in engineering and be able to demonstrate a strong ability in both teaching and research. We are seeking candidates whose research activities connect to the ongoing departmental research in human and biomedical systems engineering, and intelligent systems engineering, and preferably the intersection between these two areas. Desirable areas of application are haptic interfaces, virtual reality, bio-mechanical interface design or bio-electric interface design. The successful candidate should be able and willing to teach undergraduate courses in computing and software. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. Application packages may be requested from Mrs. V. Grieve, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. The closing date for applications is March 31, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2000.

ENGLISH

YORK UNIVERSITY — The Department of English in the Faculty of Arts invites applications for two contractually limited positions at the assistant professor level. 1) A three-year decanal replacement position with specialization in Poetry. Demonstrable expertise in eighteenth or nineteenth-century British or American literature a considerable asset. Duties include large-lecture introduction to poetry course and two other full-year courses in area(s) of specialization. 2) A one-year sabbatical replacement position with specialization in Literary Theory. Duties include entry level large-lecture Theory and Literature introduction and two other full-year courses in area(s) of specialization. Both appointments are subject to budgetary approval. Qualifications include a PhD in English Literature with specialization in above fields and demonstrable excellence in teaching. Salary will depend on experience and qualifications. A letter of application, along with a curriculum vitae and a sample of the candidate's written work (no longer than 25pp.) should be sent to: Prof. Kim Ian Michasiw, Chair, Department of English, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3; Fax: (416) 736-5412. Candidates should also arrange to have three letters of reference from

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UNIVERSITÉ YORK UNIVERSITY Toronto, Canada

York University at Forty
Les 40 ans de l'Université York

ATKINSON COLLEGE

Atkinson College, York University's second largest faculty, offers professional programs in business and management, nursing, social work and information technology. Its undergraduate business program is the largest at York and includes specializations in health administration, human resource management, and information technology. Many of these courses are available on the Internet.

Due to increasing demand for its programs, Atkinson is expanding its full-time faculty in mathematics, health administration, and human resource management. These appointments will be effective July 1, 2000, and are subject to final budgetary approval. Further information is available at (www.atkinson.yorku.ca) under Faculty Positions.

Mathematics

The Department of Mathematics invites applications for a tenure-track appointment at the Assistant Professor or junior Associate level. Eligible candidates will possess a Ph.D. degree and have an excellent academic record and demonstrated excellence in research and teaching. Areas of priority include, but are not restricted to, Applied Mathematics, Computational Mathematics, or Applied Statistics. Preference will be given to candidates who can make solid contributions to the undergraduate and graduate programmes, and who can strengthen existing areas of present and ongoing research activity. Experience in teaching Internet courses would be considered an asset. The selection process will start in the beginning of April 2000. Applicants should send a curriculum vitae and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Professor Marshall Walker, Chair, Department of Mathematics, Atkinson College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Email: walker@yorku.ca; Fax: 416-736-5773; Telephone: 416-736-5232.

Health Administration/Public Administration

The Department of Administrative Studies seeks to recruit a tenure stream faculty position in Health Administration and/or Public Administration at the level of Assistant Professor. The appointment in Health Administration and/or Public Administration may be eligible for joint appointment to the proposed School of Health Policy and Management. Eligible candidates will have an outstanding record of research and publication related to Health Administration and/or Public Administration and demonstrated proficiency in teaching. A doctorate in Health Administration and/or Public Administration is required. Experience in developing and teaching Internet distance education courses would be an asset.

Human Resource Management

The Department of Administrative Studies seeks to recruit a one year contractually limited appointment in Human Resources Management. Eligible candidates will have an outstanding record of research and publication and demonstrated proficiency in teaching. A doctorate in Human Resource Management is preferred, but an appropriate Master's Degree and/or doctorate in progress will be considered. Experience in developing and teaching Internet distance education courses would be an asset. The appointment in Human Resource Management may be eligible for graduate teaching at the Master's level. For more information about the Human Resource Management area at Atkinson: the programs, the students, the faculty, please go to (www.atkinson.yorku.ca) under Faculty positions.

Applicants to the Health Administration/Public Administration and Human Resource Management positions should send a letter of application identifying their areas of research and teaching, a curriculum vitae, one or more published papers, and the names and addresses of three references to: Dr. Henry Bartel, Chair, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Email: vitalobo@yorku.ca. Applications should be received no later than April 1, 2000.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The UNIVERSITY of WINNIPEG

Assistant Professor
Department of Economics

The Department of Economics, The University of Winnipeg, invites applications for a one-year sessional position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective September 1, 2000. Salary commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching. Preferred fields of specialization are Macroeconomics, Monetary Economics, International Finance or other Applied Macroeconomics Fields.

In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

Interested candidates should, by ***March 15, 2000***, send a curriculum vitae, including three letters of reference, and a sample of research to: ***Professor Michael Benarroch, Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9***; Fax: 204-774-4134, Phone: (204) 786-9268 or Email: m.benarroch@uwinnipeg.ca.

three referees sent to the above address. Applications should be received by March 20, 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WINNIPEG — The Centre for Academic Writing at The University of Winnipeg invites applications for a 12-month sessional lecturer position. Subject to budgetary approval, this appointment is effective April 15, 2000. Salary commensurate with qualifications and experience. We seek a candidate with an MA or a PhD in Rhetoric or in Composition. We will also consider candidates with a PhD in English or Education with a concentration in rhetoric, discourse analysis, or composition. Experience teaching undergraduate writing courses is a necessity. The successful candidate will teach first-year courses in Academic Writing, which may include Academic Writing in the Humanities, Social Sciences, or Natural Sciences. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 10, 2000, send a curriculum vitae, including three letters of reference, and a sample of course outlines recently developed or already used in teaching, to: Dr. Judith Kearns, Director, Centre for Academic Writing, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, phone: (204) 786-9848, fax: (204) 774-4134, e-mail: kearns-j@uwinnipeg.ca

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Modern Dramatic Literature. Visit our web site for information: <http://www.uwindsor.ca/faculypositions> or contact Dr. Tom Dilworth, Acting Chair, English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON, N9B 3P4, Phone 519-253-3000, ext. 2289; Fax 519-971-3676, e-mail dilworth@uwindsor.ca

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment in Creative Writing (Fiction) effective 1 July 2000 and subject to final budgetary approval. Candidates should hold a PhD in any area of English Literature, though exceptionally strong applicants with the MA or MFA will also be considered. In addition to teaching literature courses at the undergraduate and graduate levels, the successful candidate will also be expected to handle creative writing courses in fiction at both levels and to supervise students in the graduate programme. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for application is Friday 31 March 2000. This position was posted in the University's "global" ad in the October issue of University Affairs. Those who responded to the advertisement will be automatically considered. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

EPIDEMIOLOGY

UNIVERSITY OF ALBERTA — Injury Epidemiologist. The Department of Public Health Sciences, Faculty of Medicine and Dentistry, University of Alberta, is offering a full-time academic position in injury epidemiology. The position may be at the Assistant, Associate or Professor-level, salary commensurate with experience, plus a comprehensive benefits package. Candidates will be considered who have injury epidemiology training and/or related expertise, plus a demonstrated record in injury research. Applicants must have a PhD or equivalent in a population-based injury-related research field. The position will be within the Alberta Centre for Injury Control and Research (ACICR), whose mandate is to strengthen and help coordinate injury control in Alberta. Research priorities for the ACICR are motor vehicle injuries, suicide, and Aboriginal injuries. The ACICR is a World Health Organization (WHO) collaborating centre. In addition to hosting the ACICR, the Department has graduate training programs in Health Policy & Management, Epidemiology, Environmental Health Sciences, Occupational Health, Population Health, and is establishing a program in Health Informatics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Deadline for applications has been extended to March 31, 2000. Curriculum vitae citing three references are to be sent to: Dr. LH Francescutti, Chair, Injury Epidemiologist Search and Selection Committee, c/o Darlene Stewart, Department of Public Health Sciences, University of Alberta, 13-103 Clinical Sciences Building, Edmonton, AB T6G 2G3. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

FINANCE

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Finance. Visit our web site for information: <www.uwindsor.ca/facultypositions> or contact Dr. M. Reavley, Acting Dean, Faculty of Business Administration, University of Windsor, Windsor, ON, N9B 3P4, Tel 519-253-3000, Ext 3091, Fax: 519-973-7073, Email reavley@uwindsor.ca

FORESTRY

UNIVERSITY OF NEW BRUNSWICK — Integrated Forest Management. The Faculty of Forestry and Environmental Management at the University of New Brunswick, Fredericton seeks to fill a tenure-track position in integrated forest management, with emphasis on social aspects of forestry. Expertise or interest in woodlot management, community forestry, or aboriginal forestry would be an asset. Appointment will be at the Assistant or Associate Professor level. Areas of responsibility include the incorporation of social values into forest management, as well as private woodlot management issues at the landscape scale. The successful candidate will teach at both undergraduate and graduate levels and be expected to supervise graduate students. They should have a PhD and a strong commitment to developing a complementary research program. Please send applications, including Cvs and the names of three references by March 31, 2000 (applications will be accepted until the position is filled) to: Dr. David MacLean, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, P.O. Box 44555, Fredericton, N.B. E3B 5A3. Telephone: (506) 458-7552, Fax: (506) 453-3558; E-mail: macleand@unb.ca. Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html, respectively. The date of appointment will be August 1, 2000. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK — Forest Geotechnical and Transportation Engineer. The Faculty of Forestry and Environmental Management at the University of New Brunswick, Fredericton seeks to fill a tenure-track position in geotechnical and transportation engineering relating to forestry. Appointment will be at the Assistant or Associate Professor level. Areas of responsibility include geotechnical engineering (e.g., unbound road design, slope stability, erosion control measures) and transportation engineering (primarily road planning, layout, design, etc.) but also other transportation forms as related to forestry. Candidates should have a PhD in civil or forest engineering, and be registered as a professional engineer or eligible for registration as a professional engineer. The successful candidate will teach at both undergraduate and graduate levels and be expected to supervise graduate students. They should have a strong commitment to developing a complementary research program. Please send applications, including Cvs and the names of three references by March 31, 2000 (applications will be accepted until the position is filled) to: Dr. David MacLean, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, P.O. Box 44555, Fredericton, N.B. E3B 5A3. Telephone: (506) 458-7552, Fax: (506) 453-3558; E-mail: macleand@unb.ca. Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html, respectively. The date of appointment will be August 1, 2000. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK — Forest Machines Engineer. The Faculty of Forestry and Environmental Management at the University of New Brunswick, Fredericton seeks to fill a tenure-track position in design of machines for the forest environment, focusing on terramechanics or machine/natural environment interactions. Appointment will be at the Assistant or Associate Professor level. Areas of responsibility include teaching undergraduate courses in machine/system design, and theory and application issues related to machine function, machine operation, and interaction in natural environments (machine/machine, machine/human, machine/environment). Candidates should have a background in forest, mechanical, and/or agricultural engineering, with a PhD concentration (or equivalent experience) in machine and system design, terramechanics, and/or associated interests in machine/natural environment interactions. Candidates should be registered as a professional engineer or eligible for registration as a professional engineer. The successful candidate will teach at both undergraduate and graduate levels and be expected to supervise graduate students. They should have a strong commitment to developing a complementary research program. Please send applications, including CVs and the names of three references by March 31, 2000 (applications will be accepted until the position is filled) to: Dr. David MacLean, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, P.O. Box 44555, Fredericton, N.B. E3B 5A3. Telephone: (506) 458-7552, Fax: (506) 453-3558, E-mail: macleand@unb.ca and http://www.City.Fredericton.nb.ca/welcome.html, respectively. The date of appointment will be August 1, 2000. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK — Forest and Environmental Economics. The Faculty of Forestry and Environmental Management and the Department of Economics at the University of New Brunswick, Fredericton seek to fill a tenure-track position in forest and environmental economics. Appointment will be at the Assistant or Associate Professor level. Areas of responsibility include forest and environmental economics and resource policy, and monetary/non-monetary valuation of natural resources and the environment. Duties include research, teaching at the graduate and undergraduate levels, and supervision of graduate students. Candidates should have a PhD, a strong commitment to research, and be willing to undertake collaborative research with individuals in related fields. Please send applications, including CVs and the names of three references by March 31, 2000 (applications will be accepted until the position is filled) to: Dr. David MacLean, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Telephone: (506) 458-7552. Fax: (506) 453-3538, E-mail: macleand@unb.ca. Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/ welcome.html, respectively. The date of appointment will be August 1, 2000. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH STUDIES

YORK UNIVERSITY — The Department of French Studies in the Faculty of Arts invites applications for a two-year contractually-limited appointment at the rank of assistant professor. The appointment is effective July 1, 2000, subject to final budgetary approval. Requirements: PhD in linguistics, teaching experience at both the undergraduate and graduate level, strong research and publications record in French and in general linguistics. Responsibilities: To teach undergraduate and graduate courses in French linguistics (e.g. History of French, French sociolinguistics, Introduction to French linguistics) and one FSL course, to provide student supervision, and to participate in the affairs of the department. Candidates should send a letter of application, including a curriculum vitae and a sample of publications, and arrange for three confidential letters

McGill

Directeur/Directrice Institut d'études canadiennes de McGill

L'Institut : Crée en 1994 grâce à une mise de fonds commune de l'Université McGill et de la Fondation CRB, l'Institut a pour objectif de promouvoir les études canadiennes à l'Université et dans la collectivité en général et de mieux faire comprendre les réalisations et les problèmes du Canada. Le directeur relève du conseil d'administration de l'Institut et du doyen de la faculté des arts.

Le poste : L'Université McGill cherche à pourvoir le poste de directeur/directrice de l'Institut d'études canadiennes de McGill à compter du 1er juillet 2001.

Exigences : Doctorat, publications savantes notables sur le Canada, dans le domaine des sciences humaines et sociales, et excellent palmarès dans le domaine de l'enseignement. Sens avéré des communications médiatiques, expérience de l'administration et aptitude à établir de bons rapports avec les étudiants, les collègues, les gens d'affaires et les fonctionnaires, en anglais et en français.

Responsabilités : Sous la surveillance du conseil d'administration et du doyen de la faculté des arts, assurer la direction de l'Institut et de ses programmes d'enseignement et d'éducation du public; collaborer avec les professeurs, les employés et les étudiants de l'Institut; enseigner au moins un des cours offerts par l'Institut; étoffer le programme de financement extérieur de l'Institut; représenter l'Institut dans les médias, lors de colloques savants et de tribunes publiques; tisser des liens avec les départements d'études canadiennes au Canada et à l'étranger.

Rémunération : Selon les qualifications et l'expérience; possibilité de permanence.

Candidatures : L'échéance de dépôt des candidatures a été fixée au **2 avril 2000**, mais le processus de recrutement durera jusqu'à l'embauche d'un(e) candidat(e) qualifié(e). Les candidat(e)s sont prié(e)s d'adresser une lettre de présentation, un curriculum vitae axé sur les exigences du poste et les noms de trois répondants à l'adresse suivante :

Doyen
Faculté des arts
Université McGill
853, rue Sherbrooke ouest
Montréal (Québec) H3A 2T6

Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse avant tout aux citoyen(ne)s canadien(ne)s et aux resident(e)s permanent(e)s. L'Université McGill souscrit à l'équité en matière d'emploi.

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 37 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

FACULTY POSITIONS

Aerospace Engineering

The Mechanical Engineering Department invites applications for three tenure-track faculty positions in Aerospace Engineering, commencing August 1, 2000. The appointments are intended to be at the Assistant, Associate or Full Professor level, subject to qualifications. Applicants should hold a PhD in a relevant discipline, have strong teaching/research capabilities and should be registered, or eligible for registration, as a professional engineer in Ontario.

The Aerospace Engineering Program is administered by the Department of Mechanical Engineering and offers a four-year accredited program leading to a Bachelor of Engineering degree. Expansion of research and development of graduate studies are priorities for the department, and demonstrated ability in these areas will be considered in the assessment of candidates.

All eligible candidates will be considered, however expertise in one or more of the following areas would be desirable: Flight Controls; Avionics; Aerodynamics; Advanced Materials; Space Systems.

Applications with a curriculum vitae and the names and addresses of three referees should be sent, no later than March 31, 2000, to: Dr. S. Bhole, Professor and Chair, Department of Mechanical Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax (416) 979-5265. E-mail: sdbhole@acs.ryerson.ca. Applications received after this date will be considered until suitable candidates are found.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON

McGill

McGill University
Department of Obstetrics and Gynecology

The Department of Obstetrics and Gynecology at McGill University wishes to recruit a Board Certified Reproductive Endocrinologist to join its faculty. The Department is at the forefront of research in reproductive medicine, the Division of Reproductive Endocrinology and Infertility is directed by Professor Togas Tulandi, while the Division of Reproductive Biology is led by Professor Roger Gosden. Clinical skills ideally include experience in assisted reproductive technologies, reproductive surgery and gynaecological endocrinology including menopause. The candidate should have a proven track record in basic or clinical research and able to function as a clinician scientist. Substantial start up funds are available to support the development of an externally funded research program. The level of appointment will be based on the applicant's seniority and experience. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Those interested should submit a letter describing their research interests, a curriculum vitae and the names of three references to:

Dr. Seang Lin Tan, James Edmund Dodds Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada H3A 1A1.

CLOSING DATE FOR APPLICANTS: APRIL 15TH, 2000

University of Waterloo

Dean of the Faculty of Science

Applications and nominations are sought for the position of Dean of the Faculty of Science. The Faculty consists of five academic units: Biology, Chemistry, Earth Sciences, Physics and the only English-language School of Optometry in Canada. The Faculty currently has approximately 350 graduate students, 2400 undergraduates, 135 faculty positions, and five research Chairs. Annual research funding is about $22 million. All five academic units offer strong graduate programs, including those offered jointly with the University of Guelph through the Guelph-Waterloo Centre for Graduate work in Chemistry (GWC)2 and the Guelph-Waterloo Physics Institute (GWP). The Faculty pioneered co-operative Science programs, and offers a number of distinctive undergraduate and graduate programs.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the senior level. Applications are to be submitted at the earliest convenience, but no later than Friday, **April 28, 2000**. They should be accompanied by: an up-to-date curriculum vitae; the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience; an outline of the talents, experience and ideas a candidate would bring to the deanship; and should be directed, by mail or fax (519-888-6337), to:

Emily Barnes
Associate University Secretary
Needles Hall, University of Waterloo
Waterloo, Ontario N2L 3G1

Applications and nominations will be treated in confidence. The initial five-year appointment will begin on July 1, 2001.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

The full text of Policy 45 (Dean of a Faculty) is available electronically on the Web http://www.adm.uwaterloo.ca/infoset/Policies/policy45.html.

of recommendation, to be sent no later than April 15, 2000 to: Dr. Raymond Mougeon, Chair, Department of French Studies, York University, 4700 Keele Street, Toronto, ON M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

GEOGRAPHY

TRENT UNIVERSITY — Department of Geography invites applications for a nine month limited term position at the Lecturer/Assistant Professor level to teach the following courses GOER 251H (fall term) Methods in Human Geography and Environmental Studies and three (3) of the following half courses GOCA 231H (winter term) Recreation Geography Methods, GO 271H (fall term) Urban Systems, GOCA 333H (fall term) Wilderness Resources, GO 337H (fall term) Recreation Geography Issues, GOCA 373H (winter term) Internal City Structure, GO 380H (winter term) Regional Economic Development. The position is subject to budgetary approval and will commence August 1, 2000. The position also involves some supervision of Honours Theses. Applicants should submit a full curriculum vitae and the names and addresses of three referees who have been asked to write on the applicant's behalf to The Chair, Department of Geography, Trent University, Peterborough, Ontario, Canada, K9J 7B8 (email: geography@trentu.ca) by April 15, 2000. Trent University is an employment equity employer, and especially invites applications from qualified women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning, University of Toronto, invites applicants for a tenure-stream position at the Assistant Professor rank in Human Geography beginning July 1st, 2000. We are seeking candidates with a focus on China and its regions. Specialization is open but the candidate must have research interests on contemporary processes affecting policy, social or economic change and be willing to maintain field experience in the region. The successful candidate must have a Ph.D. in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. The appointee would be expected to contribute to graduate teaching and supervision as well as undergraduate teaching. As the Department and the Faculty of Arts and Science have considerable research interests in China and Asia/Pacific regions, the appointee would also be expected to contribute to a broad multi-disciplinary research community. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, before March 31st, 2000 to: Professor Virginia Maclaren, Search Committee Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3; chair@geog.utoronto.ca.

UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning, University of Toronto, invites applicants for a tenure-stream position at the Assistant Professor rank in Physical Geography beginning July 1st, 2000. We seek candidates with expertise in landscape processes and/or evolution with special interest in soil science or geomorphology. Modeling using a field and laboratory approach would complement the Department's considerable strength in these areas. The successful candidate will be expected to develop an externally funded research program and undertake graduate supervision and teaching. The successful candidate must have a Ph.D. in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. Teaching at the undergraduate level will be in both B.Sc. and B.A. programs and s/he would be expected to contribute to joint courses offered as part of the environmental science program. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, before March 31st, 2000 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3, chair@geog.utoronto.ca.

UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning, University of Toronto, invites applicants for a teaching stream position in Geographic Information Systems at the rank of Lecturer beginning July 1st, 2000. Under university policy, appointees to teaching stream positions may be eligible for a continuing appointment after five years. The successful candidate will direct development of GIS teaching and laboratory components in our undergraduate and graduate programs that cover all aspects of geography, planning and urban design. Responsibilities include teaching introductory GIS and participation in cross-disciplinary GIS teaching and research initiatives within the Faculty of Arts and Science. The successful candidate will have graduate training in Geography and GIS, at least to the Master's level and preferably to Ph.D., and some teaching experience. Applications should be accompanied by a file explaining the form, content and methods of this teaching experience. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send their curriculum vitae, statements of teaching specializations, other evidence of professional accomplishments, as well as arrange to have letters from three referees forwarded, before March 31st, 2000 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3; chair@geog.utoronto.ca.

THE UNIVERSITY OF REGINA — Department of Geography invites applications for a one-year TERM position (subject to budgetary approval) in Geographic Information Systems and Remote Sensing at the Assistant Professor level, beginning July 1, 2000. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his or her areas of expertise. Descriptions of the Department's programs are available upon request (306 585 4222), or from the University of Regina website http://www.uregina.ca/arts/geography. Candidates should have a Ph.D. in Geography or ABD, and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and arrange for the forwarding of three letters of reference and transcripts to: Dr. K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 (fax 306 585 5368). Closing date for applications is March 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

GEOLOGICAL SCIENCES

UNIVERSITY OF SASKATCHEWAN — Department of Geological Sciences, Biogeochemistry The Department of Geological Sciences at the University of Saskatchewan invites applications for a tenure-track position in Biogeochemistry. We are interested in candidates with expertise in organic biogeochemistry, and who have a strong background in the development and application of stable isotope methods, or trace element analytical techniques, directed to understanding the processes operating at the interface between living systems and the earth-ocean-atmosphere system. The successful candidate will have a strong analytical background, be prepared to develop a vigorous research program by supporting and supervising graduate and undergraduate student research, and be committed to teaching at all levels within the Department of Geological Sciences. At the time of appointment candidates must hold a PhD, and previous teaching and research experience is preferred. The position is at the Assistant Professor level, although outstanding candidates may be considered at a higher level. The Department has 15 full-time faculty, including two endowed research chairs in Geochemistry. The Analytical Geochemistry Facility is well-equipped, and includes TIMS/NTIMS, dual-inlet GIRMS, laser ablation ICP-MS, electron microprobe, XRD, and SEM. In addition a state-of-the-art Trace Metal Clean Room is near completion, and steps have been taken to acquire CF-IRMS technology. Special opportunities exist for innovative collaborations with researchers from the Canadian Wildlife Service, the Canadian Centre for Water Research, the Centre for Toxicology, and Colleges of Agriculture, Engineering, Medicine, and Veterinary Medicine. In addition, the first synchrotron light source in Canada is under construction on the University of Saskatchewan campus. Applications, including a full resume and three letters of reference, must be received no later than 30 April, 2000 and be addressed to: Dr. James Basinger, Head, Department of Geological Sciences, 114 Science Place, University of Saskatchewan, Saskatoon, SK, S7N 5E2, Canada. Email: jim.basinger@usask.ca, www.usask.ca/geology/. FAX: (306) 966-8593. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status.

UNIVERSITY OF SASKATCHEWAN — Department of Geological Sciences, Geophysics The Department of Geological Sciences at the University of Saskatchewan is seeking applicants for a tenure track position in applied geophysics. The appointment will be at the Assistant Professor rank, although exceptional candidates may be appointed at a higher level. The successful applicant will have demonstrated research ability, a strong commitment to undergraduate teaching and must hold the PhD degree. The Department has thirteen faculty positions, three in the area of geophysics, plus two endowed research chairs. We offer BSc, MSc and PhD degrees in geophysics, geology, environmental earth science and paleobiology. A well-equipped seismic lab, with disk storage in excess of 100 Gbytes, is operating in the unix (SUN workstation), linux, and NT environments. Included in our soft-ware portfolio are: ProMax (2D/3D), INSIGHT (2D/3D), Geoquest-IESX/GEOVIZ, Hampson-Russell GLI 3D/AVO/STRATA, GOCAD, VISTA WINDOWS, GM-SYS, TEMIX and RESIX. Geophysical operations are supported by a full time technician. Geochemical analysis facilities within the Department are among the best in Canada. Campus research facilities include electronics and machine shops, as well as Canadian Light Source. Several prominent international resource companies are located in Saskatoon, providing numerous opportunities for collaborative research in the environmental, petroleum and mining industries. Applications including a full cv and the names of three referees should be received no later than April 30, 2000, and be addressed to Prof. J.F. Basinger, Head, Department of Geological Sciences, 114 Science Place, University of Saskatchewan, Saskatoon, SK S7N 5E2, Canada. FAX: (306) 966-8593, jim.basinger@usask.ca. Further details are available on the Department website http://www.usask.ca/geology/. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status.

GEOLOGICAL SCIENCES/ GEOLOGICAL ENGINEERING

QUEEN'S UNIVERSITY — The Department of Geological Sciences and Geological Engineering, Queen's University at Kingston, invites applications for a tenure-track faculty position at the assistant professor level in the fields of either geotechnical engineering and/or structural geology. The successful candidate will be expected to teach at the undergraduate and graduate levels, to develop a vigorous program of high-quality, externally-funded research, and to supervise graduate students at the M.Sc. and PhD levels. Candidates should hold a PhD in an appropriate field; post-doctoral or industrial experience would be an asset. Research expertise will be demonstrated by a successful record of peer-reviewed publication or preparation of contract reports. The appointee will be required to contribute to our undergraduate program in geological engineering; hence, it is highly desirable that the appointee hold or be qualified to obtain registration as a Professional Engineer in Canada. Salary will be commensurate with qualifications and experience. In making the appointment, consideration will be given to Departmental need. In accordance with Canadian Immigration requirements, Canadians and Permanent Residents will be considered first for this position. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians. Applications should include a current curriculum vitae, statements of research and teaching interests, and samples of research writing, which should be sent to the following address. Applicants should also arrange for at least three letters of reference to be forwarded to the same address. All materials should be received no later than April 21, 2000. Dr. Colin Thomson, Acting Head, Dept. of Geological Sciences and Geological Engineering, Queen's University, Kingston, ON K7L 3N6 Canada. Additional information about the Department, its faculty, and its academic programs can be obtained from the WWW at http://geol.queensu.ca.

GEOLOGY & GEOPHYSICS

THE UNIVERSITY OF CALGARY invites applications for the position of Assistant Professor in Petroleum and Reservoir Geology. This three-year contingent term/specific term appointment (with the potential for conversion to tenure-track) is funded jointly by the University of Calgary and the Consortium for Research in Elastic Wave Exploration Seismology (CREWES). It will begin no later than July 1, 2000. A PhD is required for this position. The successful candidate will have expertise in reservoir and petroleum geology, a strong background in sedimentology, core description and analysis, and a strong interest in the integration of geophysical and geological data to develop detailed reservoir models. Duties will include teaching at the undergraduate and graduate levels, supervision of graduate students, and the development of a research program that is consistent with CREWES research goals. The closing date for applications is March 31, 2000. Applicants should send a letter of application, a curriculum vitae, and the names and addresses of three referees to: Dr. D.C. Lawton, Head, Department of Geology and Geophysics, University of Calgary, 2500 University Drive NW, Calgary, AB T2N 1N4. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. The University of Calgary respects, appreciates and encourages diversity.

GERMAN LANGUAGE & LITERATURE

UNIVERSITY OF GUELPH — The German Program of the School of Languages and Literatures of the University of Guelph invites applications for a tenure-track position in 20th-century German literature at the rank of Assistant Professor, at entry level to the profession, beginning August 1, 2000. Duties will include teaching of late 19th- and 20th-century German Literature and Culture, and German as a second language at the undergraduate level. Candidates must have a PhD in 20th-century German literature, publications or papers in that field, a successful teaching record in language courses at the university level and possess native or near-native fluency in German and English. Classes will be taught in German, except for occasional cross-listed courses given in English. Salary will be commensurate with the candidate's qualifications and experience. Applicants should send a curriculum vitae and arrange to have three letters of recommendation and evidence of teaching competence sent to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. The deadline for applications is April 30, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

QUEEN'S UNIVERSITY AT KINGSTON

Academic Emergency Physician School of Medicine

Queen's University is located in historic Kingston, on the shores of Lake Ontario, with easy access to Montreal, Toronto & Ottawa. This city of approximately 125,000 offers an unprecedented mix of year-round recreational, cultural and academic opportunities.

The Department of Emergency Medicine at Queen's received full University departmental status in 1996 – the first to do so in Canada. Operating at two clinical sites, with an annual volume in excess of 87,000 patient visits, members of this department provide tertiary care for the Southeastern Ontario referral region.

We are recruiting an Emergency Physician for a new geographical full-time position. All applicants must possess certification in emergency medicine (FRCPC or CCFP(EM)). Preference will be given to applicants who have had training and certification or a demonstrated prior academic profile in a subspecialty area relevant to the discipline. This could include clinical epidemiology, injury-related research, toxicology, critical care or pediatric subspecialty training. The position will include protected academic time and has the potential for start-up research funding. Candidates will be expected to participate in the clinical and educational imperatives within the department.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications for all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Please direct applications including curriculum vitae and the names and addresses of three referees, in confidence, no later than *March 31st*, to:

Dr. Michael O'Connor, Chair, Department of Emergency Medicine
Queen's University, c/o Kingston General Hospital
76 Stuart Street, Kingston, Ontario K7L 2V7

Phone: (613) 549-6666 Ext. 4515; Fax: (613) 548-1374
Email hunta@hdh.kari.net

Lakehead
UNIVERSITY

DEPARTMENT OF CHEMISTRY ASSISTANT PROFESSOR

The Department of Chemistry at Lakehead University invites applications for a probationary (tenure-track) appointment at the Assistant Professor level, to commence July 1, 2000. Applicants should have a PhD along with postdoctoral or industrial experience. The successful candidate will be expected to teach courses in inorganic and/or analytical chemistry at the undergraduate and graduate levels, and to develop an externally funded research program in their area of expertise. Research resources include a UNITY INOVA 500 MHz NMR (Feb. 2000), a JEOL SEM/EDS (Oct. 1999), a VG AutoSpec GC/HRMS, along with XRD, ICAP/ICP and C/H/N analysis. Thunder Bay's location on the scenic north shore of Lake Superior, minutes from the Minnesota border, provides immediate access to superb outdoor recreational opportunities including boating, skiing and hiking. Urban amenities include several arts and sporting complexes, a symphony orchestra, professional theatre, as well as attractive housing prices. Applicants should submit a curriculum vitae, a summary of research interests and a detailed research proposal in NSERC format to: **Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Rd., Thunder Bay, Ontario, P7B 5E1.** Please arrange to have three reference letters sent directly. Review of applicants will begin **March 31, 2000** and continue until the position is filled. This appointment is subject to final budgetary approval.

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

McMaster University

L.R. Wilson/BCE Chair in Data Communications

Recently established in the Faculty of Engineering at McMaster University, the L.R. Wilson/BCE Chair in Data Communications is a prestigious endowed Chair designed to attract outstanding applicants in all areas of Data Communications.

The Faculty of Engineering at McMaster University is seeking outstanding applicants for this Chair. This is a tenured/tenure-track appointment et the level of Associate or Full Professor. Applicants must have a Ph.D. degree in Electrical Engineering, Computer Engineering, Engineering Physics, Computer Science or a related field and will have established en outstanding academic and professional record in Data Communications, a demonstrated interest in broad areas of learning, a commitment to research and teaching and to the development of highly qualified personnel. In the context of this Chair, the broad area of Data Communications includes: computer communication networks, coding for data transmission, wireless communication networks, electronic and opto-electronic network architectures.

As holder of the prestigious L.R. Wilson/BCE Chair, the successful candidate will receive significant support from the university to enable him/her to develop a thriving research and educational effort to the benefit of students and ultimately the nation. The Chair holder will be expected to establish a research program in his/her area of expertise, supervise graduate students, teach and mentor undergraduates, and interact collaboratively with industry and within the university. The successful candidate will have a unique opportunity to interact and develop research partnerships with Bell Canada Enterprises (BCE) and its affiliates.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Rank and salary are commensurate with qualifications and experience.

Applications complete with curriculum vitae and the names of three references should be sent to: **Dr. D.R. Conn, Cheir, Depertment of Electrical and Computer Engineering, McMester University, 1280 Mein Street West, Hemilton, Onterio, Cenada L8S 4L7**; Fax: 905-523-4407; Email: macdonal@mcmaster.ca. Applications will be accepted until the position is filled.

Further information on the Faculty and its departments is available from http://www.eng.mcmaster.ca.

HISTORY

UNIVERSITY OF SASKATCHEWAN — The Department of History is seeking applications for a 10-month term position beginning September 1, 2000 in Latin American history; area, time period, and specialty are open. The successful candidate will be expected to teach a senior lecture survey of Modern Latin American history, a first-year course on the history of the Americas, and offer a lecture course in their specialty. Preference will be given to someone who can take over one of the existing courses in Native Society under Spanish Colonial Rule or Rural Communities and the State in Latin America. Applicants should submit a letter of application, Curriculum Vitae, and any other supporting materials, along with three confidential letters of reference to Larry Stewart, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5, Canada (Fax: 306-966-5852; E-mail: hist.dept@usask.ca). The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The application deadline is March 31, 2000.

UNIVERSITY COLLEGE OF THE CARIBOO — Philosophy, History, Politics. Duties: The successful candidate will instruct United States history, upper level and lower level courses, including the U.S. survey (to 1865); The United States, 1900 – 1945; and American Foreign Policy, 1945 - present. Qualifications: Minimum M.A. in U.S. History; PhD preferred; Record of College or University level teaching. Term of Appointment: 21 August to 22 December 2000. Closing Date for Applications: 30 April 2000. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #00-007 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to Irene Bazell, Human Resources Office, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants, however, only those under consideration will be contacted.

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a 12-month limited-term appointment in American history (subject to budgetary approval) at the rank of Assistant Professor. The applicant should have a PhD, a promising research record, and teaching experience. The successful candidate will teach a first-year course in topics in American history, and a third-year term course and fourth-year honours seminar in American foreign policy. The appointment will commence on July 1, 2000. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to Dr. Doug Lorimer, Chair, Department of History, Wilfrid Laurier University, Waterloo, ON N2L 3C5, by April 17, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities.

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a tenure-track appointment in Canadian history (subject to budgetary approval) at the rank of Assistant Professor. The applicant should have a PhD, a productive research record, and teaching experience. While having the opportunity to teach advanced undergraduate and graduate courses, the successful candidate will also be expected to offer a fresh approach to first-year courses. Applications are welcomed from all qualified candidates in Canadian history; the department has a particular interest in a historian of politics and culture prepared to offer courses both before and after 1914. The appointment will commence on July 1, 2000. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to Dr. Doug Lorimer, Chair, Department of History, Wilfrid Laurier University, Waterloo, ON N2L 3C5, by April 17, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities.

THE UNIVERSITY OF WINNIPEG — The Department of History. The University of Winnipeg invites applications for a three-year term position, at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 2000. Salary commensurate with qualifications and experience. Applicants should have a PhD. The successful candidate must have a strong commitment to undergraduate teaching and to research. He/she will be expected to teach courses in several areas of Canadian history, such as aboriginal history, history of education, or ethnic history, as well as a survey course in another area such as World History. Most of the teaching responsibilities will be in the integrated BA/BEd programme at the University College Centre, a faculty specializing in post-secondary access programmes for inner-city students from non-traditional backgrounds. Other teaching will be offered at the University's main campus. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should submit their curriculum vitae, a teaching dossier, and one sample of research and should arrange for three referees to submit letters on their behalf. Applications must be received by March 15, 2000 and should be sent to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. Fax: 204-774-4134; phone: 204-786-9012; e-mail: d.burley@uwinnipeg.ca.

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in International Relations. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. Bruce Tucker, Head, History, Philosophy, & Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2347; Fax:519-973-7094, Email: tucker1@uwindsor.ca

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for at least one, and likely two, tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between January 1 and September 1, 2000. For the first appointment, we are seeking someone with a Ph.D., who is capable of teaching, research and graduate student supervision in the area of technical information systems — in particular, database management, and systems analysis and design. For the second appointment, we are seeking someone with a Ph.D., in the area of behavioural information systems. Applicants' research interests should be compatible with those of the present faculty, which range from behavioural information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://mansci2.uwaterloo.ca/faculty.html, and about the Department at http://mansci2.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — Burntwood Regional Health Authority. The University of Manitoba and the Burntwood Regional Health Authority invite applications for a general internist to participate in the university affiliated program at Thompson General Hospital. The appointee will join existing university staff in pediatrics, internal medicine, obstetrics and gynecology, general surgery, and psychiatry. This will be a geographical full-time, contingent position at the rank of Assistant Professor commencing July 1, 2000 or as soon as possible thereafter. The Thompson General Hospital affiliated program has been established to enhance provision of specialty services to Thompson and the communities of northern Manitoba. The appointee will be actively involved with postgraduate trainees in their respective specialties and in family medicine. An interest in service provision to the Aboriginal peoples of Manitoba is essential. Candidates must have senior specialty qualifications in General Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in General Internal Medicine by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae, a list of publications and three references, should be sent to: Dr. L.E. Nicolle, H.E. Sellers Professor and Head, Department of Internal Medicine, GC430, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is April 30, 2000.

UNIVERSITY OF MANITOBA — The Section of Nephrology, Department of Internal Medicine, Faculty of Medicine, University of Manitoba, and the Winnipeg Regional Health Authority Dialysis Sub Program of the Medicine Program invite applications for a nephrologist, commencing July 1, 2000 or as soon as possible thereafter. This will be a geographical full-time, contingent position. The position encompasses inpatient and ambulatory patient care responsibility and requires individuals with clinical and teaching skills to further the aims of undergraduate and postgraduate teaching, nephrology research, and tertiary care medicine. There is a specific need for individuals with academic and clinical interests in general nephrology and hemodialysis and peritoneal dialysis. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Nephrology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae, a list of publications and three references, should be sent to: Dr. David Rush, Head, Section of Nephrology, Room GE421, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is April 30, 2000

UNIVERSITY OF MANITOBA — The Section of Geriatric Medicine, Department of Internal Medicine, Faculty of Medicine, University of Manitoba, and the Winnipeg Regional Health Authority Geriatrics/Rehabilitation Program invite applications for a geriatrician, commencing July 1, 2000 or as soon as possible thereafter. This will be a geographical full-time, contingent position at the rank of Assistant Professor. The position encompasses inpatient and ambulatory patient care responsibility and requires individuals with clinical and teaching skills to further the aims of undergraduate and postgraduate teaching, research, and tertiary care medicine. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Candidates must also have Certification in Geriatric Medicine by the Royal College of Physicians and Surgeons of Canada. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae, a list of publications and three references, should be sent to: Dr. Elizabeth Boustcha, Medical Director, Geriatrics/Rehabilitation Program, Riverview Health Centre, PE309, 1 Morley Avenue, Winnipeg, Manitoba, R3L 2P4. Closing date for receipt of applications is April 30, 2000

INTERNET RESEARCH

UNIVERSITY OF NEW BRUNSWICK — Internet Research Positions. The Faculties of Arts, Business and Science, Applied Science and Engineering at the University of New Brunswick at Saint John seek to expand their research capabilities in the fields of information technology and electronic commerce. Working through the Electronic Commerce Centre and with a variety of public and private sector partners, UNBSJ is establishing an Internet Research Initiative devoted to the study of the use of the internet for research purposes. (Research is broadly defined to include public opinion analysis, consumer behaviour research, statistical sampling, and related areas.) Applicants are invited from researchers with PhDs (or near completion) in any relevant discipline or field, including but not limited to statistics, research methods, information technology, electronic commerce, political analysis, sociology and economics. Applicants should have a strong research record and should be committed to working in a results-oriented environment that involves cooperative initiatives with public and private sector partners. Candidates should send a letter of application, including a curriculum vitae, and the names of three confidential references to be sent no later than April 1, 2000, to: Dr. Rick Miner, Vice-President (Saint John), University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5, Fax: (506) 648-5528. These positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

JAPANESE

QUEEN'S UNIVERSITY invites applications for an eighteen-month, renewable position as a term adjunct instructor of Japanese commencing September 1, 2000. The successful applicant will be expected to teach three full courses in Japanese language acquisition, two sections at the beginner's and one at the advanced level. Candidates should have experience teaching Japanese and hold a master's degree in related fields. Salary $27,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Candidates should submit a letter of application and a curriculum vitae and arrange for two letters of reference to be sent by April 7, 2000 to Professor William C. Reeve, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario, K7L 3N6

KINESIOLOGY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Sport Management. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. J. Weese, School of Human Kinetics, University of Windsor, Windsor, ON, N9B 3P4; Tel. 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: jweese@uwindsor.ca.

LAW

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Prof. B. Mazer, Interim Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2930, Fax: 519-973-7064, Email: lawdean@uwindsor.ca.

LAW & SOCIETY

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a three-year contractually limited appointment at the assistant professor level commencing 1 July 2000. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as several specialized interdisciplinary programs. The Law and Society Program is an interdisciplinary social science program offering honours undergraduate degrees in conjunction with various social science departments. The successful candidate will hold a Ph.D. or equivalent, and will show promise of excellence in research and publication. He or she must demonstrate a strong competence in undergraduate teaching and an ability to teach in interdisciplinary programs. The successful candidate will be required to teach interdisciplinary courses at the undergraduate level that link law and social science disciplines with respect to public policy and social theory. A law degree is useful but not required. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Telephone: (416) 736-5056; Fax: (416) 736-5574. Deadline Friday 14 April 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action

Positions in French, History, Psychology

St. Thomas University is a small, Catholic, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. Located in Fredericton, the beautiful capital of New Brunswick, St. Thomas is home to approximately 2,200 students in arts, education, and social work. The University is advertising entry-level positions in three departments. The starting date for all positions is July 1, 2000.

French — Applications are invited for at least one limited-term (ten month) position in French language and literature. The successful candidate will have a PhD in French, with evidence of an established teaching and research record in French as a second language and French/French-Canadian literature. Responsibilities may include teaching French as a second language at the beginners, intermediate, and advanced levels, reading, grammar, composition, stylistics, film, and literature. Address applications to ***Prof. Jonathan Rahn, Chair, Department of Romance Languages.***

History — Applications are invited for one tenure-track position. The successful candidate will offer courses in comparative colonialism in a global perspective, with primary focus in Latin America, including the modern period, as well as an introductory course in world history. Applicants are expected to be actively engaged in research and to become active in departmental and university matters. A PhD or imminent completion is required. Address applications to ***Dr. Juergen Doerr, Chair, Department of History.***

Psychology — Applications are invited for one tenure-track position in humanistic psychology. The successful candidate will offer courses in humanistic psychology, introductory psychology, and other courses. Applicants are expected to be actively engaged in research and to become active in departmental and university matters. Honours student supervision is expected. A PhD or imminent completion is required. Address applications to ***Dr. Delbert Brodie, Chair, Department of Psychology.***

The closing date for all positions is ***March 30, 2000*** or when positions are filled. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and are to have three letters of reference sent directly to the ***Chair of the relevant department at St. Thomas University, Fredericton, N.B. E3B 5G3.***

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities

St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
Intimate · Dynamic · Challenging

LE COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE

DOYEN / DOYENNE

Le Collège universitaire de Saint-Boniface (CUSB) sollicite des candidatures au poste de Doyen ou Doyenne de sa faculté des Arts, Administration des affaires et Sciences. L'entrée en fonction est prévue pour le 1 août 2000.

Le Collège universitaire de Saint-Boniface, fondé en 1818 et situé au centre ville de Winnipeg, est l'université de langue française du Manitoba. La faculté des Arts, Administration des affaires et Sciences est une des quatre unités de formation du CUSB.

Le doyen ou la doyenne est l'administrateur en chef de la faculté. Il ou elle est responsable de proposer les orientations et moyens que doit prendre la faculté afin qu'elle rencontre le mieux possible son mandat tout en tenant compte de la mission du Collège universitaire de Saint-Boniface et des ressources qui lui sont consenties. Il ou elle supervise le travail de sa faculté afin de maintenir un haut niveau de qualité dans les domaines des études, de la recherche, de la vie universitaire et des services à la collectivité. Le doyen ou la doyenne répond au Recteur et participe à la gestion générale du CUSB. Il ou elle est membre de l'équipe de direction qui assure un fonctionnement efficace et cohésif entre les différentes unités d'enseignement et de services de l'établissement.

Les candidatures doivent être reçues avant le 31 mars 2000 et adressées à : Paul Ruest, Ph.D., Recteur

Collège universitaire de Saint-Boniface
200, avenue de la Cathédrale, Winnipeg (Manitoba) R2H 0H7
Téléphone : (204) 233-0210 Télécopieur : (204) 237-3099
courrier électronique : pruest@ustboniface.mb.ca
www.ustboniface.mb

SCHOOL OF BUSINESS
QUEEN'S UNIVERSITY AT KINGSTON

Positions in Business Education

Queen's School of Business welcomes inquiries regarding tenure track positions in all areas of business education. Candidates must have a PhD or be near completion.

The level of appointment is open, and the appointments are subject to final budgetary approval. Applicants must have both a commitment to excellence in teaching and the potential for outstanding research [or a proven teaching and research record for a non-entry level position].

Appointees have access to substantial internal funds both for research, through Queen's School of Business Research Program, and for course development and teaching, through the Dean's Development Fund.

Queen's School of Business has an outstanding reputation for its academic programs, which include innovative, privatized MBA studies, the flagship undergraduate Commerce program, a new Master's of Science in Management, and a unique dual-major PhD. The School is also the Canadian leader in executive education. Queen's School of Business recently received unconditional AACSB accreditation

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Salary will be commensurate with qualifications and experience.

Please submit to:
R.L. Jackson, Associate Dean, Queen's School of Business
Queen's University, Kingston, Ontario K7L 3N6

Fax: (613) 533-2013
E-mail: rjackson@business.queensu.ca

for women faculty. The Division of Social Science encourages applications from qualified members of visible/racial minority groups, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

LIBRARY

THE UNIVERSITY OF WINDSOR invites applications for three tenure-track positions in Information Literacy and Cataloguing, Engineering/Science, Arts and Social Sciences. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Ms. G. Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 3161; Fax:519-971-3638, Email, gebbett@uwindsor.ca

LINGUISTICS

YORK UNIVERSITY — The Department of Languages, Literatures and Linguistics in the Faculty of Arts invites applications for a contractually limited (two-year) appointment at the rank of Assistant Professor in Linguistics, commencing July 1, 2000. Qualifications: PhD, strong research record, publications and demonstrable teaching ability. Candidates' primary area of specialization will be in the area of quantitative sociolinguistics and language variation and change. As well, the candidate will have a secondary specialization in phonology. In addition to teaching responsibilities at the undergraduate level, the successful applicant may be expected to teach in the graduate program in Theoretical and Applied Linguistics. An up-to-date curriculum vitae must accompany the application. Applicants should include a representative selection of published work, and arrange to have three letters of recommendation and copies of peer and student teaching evaluations sent to: Prof. Nick Ellson, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Toronto, ON M3J 1P3. The deadline for applications is March 20, 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MANAGEMENT

UNIVERSITY OF LETHBRIDGE — Faculty of Management at the University of Lethbridge has probationary (tenure-track) positions available beginning 1 July 2000 in the fields of: Accounting, Management Information Systems, Marketing and Strategy. We are seeking dynamic individuals with strong research and teaching interests within these areas. Positions are open to those with teaching and research experience as well as recent doctoral graduates and those in the final stages of doctoral competition. Preference will be given to individuals with an international orientation or those interested in developing linkages with the business community. With a current enrollment of over 5,500 students, the University of Lethbridge is nestled on the banks of the Oldman River in Alberta's third largest city. The focus on excellence in teaching and research has resulted in a #1 rating for research activities among institutions of similar size in Canada. Lethbridge is a community of approximately 70,000 located 120 miles south of Calgary and 70 miles from Waterton Lakes National Park in Canada's Rocky Mountains. Beside a wide variety of recreational opportunities, historical sites, and cultural facilities, Lethbridge offers a family-oriented environment with excellent schools and parks. The moderate climate provides warmer temperatures and more sunshine than elsewhere on the prairies. Please direct your inquiries and application, including a current curriculum vitae, three letters of reference, and evaluations of teaching effectiveness to: Dr. Ali Dastmalchian, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4, Fax: (403) 329-2038, Phone: (403) 329-2633, E-mail: beth.austring@uleth.ca. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Lethbridge is an equal opportunity employer. Appointments are subject to budgetary approvals.

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between January 1 and September 1, 2000. We are seeking someone with a Ph.D., who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://mansci2.uwaterloo.ca/faculty.html, and about the Department at http://mansci2.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252)

MASS COMMUNICATIONS

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a one-year contractually limited appointment at the assistant professor level commencing 1 July 2000. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as several specialized interdisciplinary programs. The Mass Communications Program is an interdisciplinary social science program offering honours undergraduate degrees in conjunction with various social science departments. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication. He or she must demonstrate a strong competence in undergraduate teaching and an ability to teach in interdisciplinary programs. The successful candidate will be a communications generalist with expertise in Media History, Communications Theory, and Cultural Studies, capable of teaching a second-year course on Popular Culture in Canada, a third-year course on Television as Culture, and fourth-year seminar on International Communications Policy. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St., Toronto, Ontario M3J 1P3; Telephone (416) 736-5056; Fax: (416) 736-5574. Deadline: Friday 14 April 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from qualified members of visible/racial minority groups, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

MATHEMATICS & COMPUTER SCIENCE

UNIVERSITY OF WATERLOO — Applications are being accepted for one or two positions at the rank of lecturer (4-year initial appointment) beginning on or after September 1, 2000. Applicants should have a Master's degree in the mathematical or computer sciences. Interest in and extensive experience with mathematics and/or computer science contests at the elementary and/or secondary school level is essential. Experience teaching mathematics or computer science at the secondary school or university level would be an asset. Duties will include undergraduate teaching and, through an affiliation with the Faculty's Centre for Education in Mathematics and Computing, the participation in activities of the Canadian Mathematics Competition and/or the Canadian Computing Competition. These activities include the preparation of contests, and resource and enrichment materials for secondary school students and teachers, and the development of seminars for talented secondary school students. Other duties will include participating in the Faculty's secondary school liaison program and academic advising. Salary range is commensurate with qualifications and experience. The closing date for applications is March 31, 2000. These appointments are subject to the availability of funds. Send curriculum vitae and provide the names of three referees to R. G. Scoins, Associate Dean, Faculty of Mathematics and Director of the Canadian Mathematics Competition, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS & STATISTICS

UNIVERSITY OF SASKATCHEWAN — The Department of Mathematics and Statistics at the University of Saskatchewan invites applications for a two year term position at the rank of Assistant Professor to commence on July 1, 2000. Priority is given to hiring in the following areas: Statistics/Probability; analysis, Geometry/Topology and Applied Mathematics. The fifth priority is to hire in the area of Statistics/Probability. Applicants must hold a PhD degree, or equivalent, and have demonstrated excellence in both research and teaching. Applicants should send a curriculum vitae and arrange for three confidential letters of reference to be sent to: Dr. M. Marshall Acting Head, Department of Mathematics and Statistics, University of Saskatchewan, 106 Wiggins Road, Saskatoon, SK S7N 5E6; Email: math@sask.usask.ca. The deadline for applications is March 31, 2000. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. However, this position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status.

MEDICAL GENETICS

UNIVERSITY OF ALBERTA — The Department of Medical Genetics, Faculty of Medicine and Dentistry invites applications from outstanding scientists or clinical scientists investigating any aspect of molecular genetics and biology related to human disease or animal models, for tenure track positions. Studies of developmental pathways, cytogenetics, and complex traits are among the areas of interest. Applicants must have a PhD or PhD/MD, with postdoctoral training, and be able to establish a strong independent research program. Appointments are expected primarily at the level of Assistant of Associate Professor, in accordance with qualifications and experience of the candidates. This new department, in the Faculty of Medicine and Dentistry, occupies newly renovated facilities, including research laboratories, and clinical and diagnostic services. Department information is available on: www.medgen.med.ualberta.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The fifth closing date for applications is March 31, 2000. Candidates are invited to submit a resume, research plan, and names of three references to: Diane W. Cox, Professor and Chair, Department of Medical Genetics, 839 Medical sciences Building, Edmonton, Alberta, Canada, T6G 2H7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDICAL IMAGING

UNIVERSITY OF SASKATCHEWAN — Academic Radiologist. The College of Medicine and the University of Saskatchewan invite applications for a tenure track vacancy in the Department of Medical Imaging. The department currently has a need for a Pediatric Radiologist, a Neuroradiologist, and a Vascular/Interventional Radiologist. Certification with the Royal College of Physicians and Surgeons, or a letter of eligibility for certification, is a requirement. A fellowship in a subspecialty of Radiology would be beneficial, however, applications from all qualified individuals will be considered. Clinical duties will be established by the Academic Head of Medical Imaging. Applicants must be willing to make a strong commitment to teaching at an undergraduate and graduate level, and to research related activities. The application will be greatly enhanced by the inclusion of any research related publications and/or successes in research grant competitions. The department has a research division to support the research interests of faculty members. This position has been cleared for advertising at the tier two level. Applications are invited from qualified individuals, regardless of their immigration status. Preference will be given to Canadian citizens but all who provide a letter of eligibility for Royal College certification will be considered. The position is available immediately. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, persons with disabilities, and visible minorities) are encouraged to self-identify on their letter of application. Please forward a letter of application, a curriculum vitae, and the names of three references before June 1, 2000 to: Dr. B. Burbridge, Academic Head, Department of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, SK S7N 0W8. Fax: 306-655-2370; E-mail: burbridb@duke.usask.ca.

MUSIC

MCGILL UNIVERSITY — Faculty of Music. Position in Choral Conducting. Applications are invited for a tenure track position at the rank of Assistant or Associate Professor in Choral Conducting, beginning academic year 2000 – 2001. Teaching duties will include conducting the Faculty Concert Choir and Women's Chorale, choral conducting techniques in Music Education Courses, supervision of Masters' Conducting students, and to teach appropriate choral literature and performance practice courses. The successful candidate should have a Doctorate or Masters degree or equivalent, with extensive conducting experience. There must be evidence of strong research, knowledge of current music education methodology, combined with effective teaching, performance, organizational and interpersonal skills. Review of applications will begin on March 15, 2000 and continue until the position is filled. Starting date is September 1, 2000 or the successful candidate's earliest availability. Selected candidates will be invited to teach masterclasses, present a short recital and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3; Tel: (514) 398-4542; Fax: (514) 398-1540; e-mail: foote@music.mcgill.ca

WILFRID LAURIER UNIVERSITY — The Faculty of Music, Wilfrid Laurier University, is seeking a musicologist for a tenure track appointment at the rank of Assistant Professor commencing July 1, 2000. The position is subject to final budgetary approval. The successful candidate will teach a range of undergraduate courses in music history. A doctorate in musicology (20th century specialty preferred), teaching experience, and a publication record are required. Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario, N2L 3C5. The closing date for applications is March 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

FILM STUDIES

The Film Studies Steering Committee invites applications for a three-year limited term position in Film Studies, to commence July 1, 2000, at the rank of Assistant Professor. Film Studies is a new interdisciplinary program at Calgary, with participation from the Faculties of Humanities, Fine Arts, and General Studies. Our library holdings and media resources, including the new Visual Image Centre, are strong. We seek an energetic colleague with a broad range of knowledge and abilities in Film Studies to help build this collaborative program. Teaching duties will consist of five half-course equivalents: this will include the first year "gateway" course and the opportunity to design a range of upper-year topics courses in national cinema, genre, film theory, and the director's cinema. Minimum qualifications are a Ph.D. in Film Studies (or a related discipline), a solid and promising program of research, and some teaching experience. **The deadline for the receipt of applications is April 1, 2000.** (Film scholars who have already applied for the positions in the Faculty of General Studies may request to have their files forwarded to the Film Studies Selection Committee.) Address inquiries and applications with the names of three referees to: **Dr. Kathleen Scherf, Chair,** Film Studies Steering Committee, Faculty of General Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

OPERATIONS RESEARCH – PROJECT MANAGEMENT

The Department of Civil Engineering invites applications for a tenure-track appointment at the Assistant/Associate Professor rank, depending on qualifications, in the area of Operations Research in Project Management. Candidates should have a doctoral degree and a strong background in Operations Research.

The successful candidate will complement the current faculty in the Department in teaching and research, participate in joint projects, and develop a strong independent research programme. The appointee will be expected to teach at both the graduate and undergraduate levels. Good communication skills, and the ability to manage student projects, will be definite assets. The appointee will be expected to contribute to University governance in the usual collegiate way.

The ideal candidate will have broad knowledge of the fundamental aspects of the theory and application of Operations Research in a Project Management setting. The candidate will have a demonstrated productivity in research. Industrial experience will be an asset. Eligibility for registration as a Professional Engineer in Alberta is highly desirable, but not essential. Further information about the Department may be found at http://www.eng.ucalgary.ca/Civil/.

The Department strongly encourages applications from women.

Applications, including a curriculum vitae, a statement of research interests, a statement of teaching interests, three recent publications, together with the names, addresses, phone numbers and email addresses of three referees, must be sent **by April 15, 2000 to: T.G. Brown, Head,** Department of Civil Engineering, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4 Fax: (403) 282-7026 Email: wilsoa@ucalgary.ca

POLITICAL SCIENCE

The University of Calgary invites applications for a three-year limited term appointment at the Assistant Professor rank in the fields of Canadian politics and quantitative research methods. This is to replace faculty currently on leave, and offer of reappointment is not implied. A Ph.D. is required at the time of appointment. The successful candidate will be expected to teach courses in quantitative methodology and Canadian politics and/or political behaviour.

This appointment will begin on July 1, 2000. The closing date for applications is March 30, 2000.

Applicants should send a letter of application and a curriculum vitae, and request that three referees forward references under separate cover, to: **Dr. Ronald C. Keith, Head,** Department of Political Science, University of Calgary, 2500 University Drive N.W., Calgary, AB Canada T2N 1N4.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity

www.ucalgary.ca

QUEEN'S UNIVERSITY AT KINGSTON

Adviser on Teaching & Learning

Queen's University Instructional Development Centre is seeking an Adviser on Teaching and Learning. The IDC is responsible for supporting academic staff and departments in the development of good teaching practice. Centre staff initiate and support educational development projects and provide a wide range of services to faculty members and teaching assistants across the university. These include courses and workshops on effective teaching, access to educational development resources, and consultations with individuals, departments and Faculties on instructional issues ranging from teaching evaluation to curriculum development. We expect the adviser to be involved in many of these activities, and to contribute to applied research and scholarship in the field of educational development.

The successful candidate must have demonstrated expertise in teaching and the development of teaching in higher and/or adult education settings, plus appropriate academic qualifications, preferably a doctorate. Excellent interpersonal and written communication skills, plus the ability to work as part of a team are required. The appointment is for a renewable, three-year term and may be combined with an academic appointment at the Assistant Professor level in a relevant discipline.

The Instructional Development Centre was established in 1992, and currently has a professional staff of two full-time academics, plus a number of part-time staff. Queen's University enjoys a reputation for educational and scholarly excellence, and offers a climate that encourages the development of teaching. The present position was established after a recent external review of the Centre's work, which commended the IDC for its achievements and recommended extra staff resources.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity, and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Candidates should send a curriculum vitae and arrange for three letters of reference to be sent direct to:

Dr. Christopher Knapper, Director
Instructional Development Centre, Queen's University
Kingston, Ontario K7L 3N6

Deadline for applications is *July 31, 2000.*

to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people.

WILFRID LAURIER UNIVERSITY — The Faculty of Music, Wilfrid Laurier University, is seeking a pianist for a one year limited-term sabbatical replacement at the rank of Assistant Professor commencing July 1, 2000. The position is subject to final budgetary approval. The successful candidate will teach studio piano, piano master-class and coach chamber music. A doctorate is preferred, and a national reputation and university level teaching experience are required. Experience with early keyboards would be an asset. Applications, including a curriculum vitae, three letters of reference, and supporting materials should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave. W, Waterloo, Ontario, N2L 3C5. The closing date for applications is March 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people.

UNIVERSITY OF VICTORIA — The School of Music at the University of Victoria invites applications for a full-time, tenure-track, appointment for a teacher of French horn. The appointment is subject to budgetary approval and will be at the rank of Assistant Professor. The successful candidate will be an individual with demonstrated ability and national or international stature as an outstanding performer and teacher. Duties will include studio teaching, chamber music coaching and possibly a course in brass techniques. The successful candidate will also recruit and maintain a strong class of undergraduate and graduate horn students. Continued activity as a performer is expected and encouraged. Letter of application, tape of recent performance and names and addresses of three referees should be sent by March 31 to Michael Longton, Director, School of Music, University of Victoria, PO Box 1700, Victoria, BC Canada V8W 2Y2 email: mlongton@uvvm.uvic.ca, www.finearts.uvic.ca/music. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

MUSIC EDUCATION

YORK UNIVERSITY — The Faculty of Education and the Department of Music, Faculty of Fine Arts, York University, invite applications for a full-time tenure-stream appointment in Music Education at the rank of Assistant Professor. Appointment effective July 1, 2000. The preferred candidate will hold a minimum of a Masters degree in Music Education and demonstrate extensive ability as an inspiring and dedicated music teacher at the primary or secondary school level. Additional abilities expected include exceptional performance skill as an ensemble conductor/director; experience with non-western music traditions, thorough knowledge of current music/music education issues; excellent organizational and networking skills. The successful candidate will teach courses for both faculties, develop multi-cultural music education curriculum, interact with Boards of Education, and co-ordinate studies for students preparing for careers as professional music educators. The Department of Music York University, offers an innovative and inclusive curriculum featuring a wide range of program options such as contemporary improvisation, composition, jazz, digital electronic music and recording arts, popular music studies, world music performance, ethnomusicology, as well as the practical, theoretical, and historical study of Western classical music. Current degree offerings include comprehensive Honours B.F.A. and B.A. programs in Music, as well as the M.A. and PhD in Ethnomusicology/Musicology, and the M.A. in Composition. The current student population is 380 undergraduate majors plus 50 graduate students. The Faculty of Education, York University, one of Canada's most innovative teacher training institutions, offers both a Concurrent Programme and a Consecutive Programme leading to the Bachelor of Education degree. The unique staffing pattern, which cross-appoints faculty from academic departments at the university and from local Boards of Education, allows the Faculty of Education to remain in close contact with a both the schools and the relevant academic disciplines. The Faculty has developed programmes to help teacher candidates to act as problem solvers, to become independent learners, and to develop special skills to cope with the range of individual differences which exist in every classroom. A letter of application with curriculum vitae and names/addresses of three referees should be sent to: Professor Michael Coghlan, Chair, Department of Music, Faculty of Fine Arts, 225 Winters College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Application deadline is April 1, 2000. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. Applications are encouraged from women, visible/racial minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY — Music Education/Elementary: The School of Music, Brandon University, invites applications for a full-time tenure-track position in elementary music education to commence August 1, 2000 (subject to budget approval). A doctorate is preferred and a strong publication record will be considered an asset. Responsibilities will include teaching undergraduate and graduate courses in elementary music education, teaching other courses as required and supervising student teaching. The successful candidate will be expected to assume a leadership role in music education in Manitoba and Canada. Rank will be commensurate with qualifications and experience. A letter of application and names/addresses of three references should be sent to: Dr. Glen Carruthers, Dean, School of Music, Brandon University, Brandon, MB, Canada, R7A 6A9. The application deadline is March 30, 2000 or until the position is filled. In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

NATIVE STUDIES

UNIVERSITY OF SASKATCHEWAN — Department of Native Studies. Applications are invited for a one-year limited term position in Native Studies, commencing July 1, 2000. The appointment will be made at the rank of Assistant Professor. The minimum academic qualification is the completion of the Master's degree, PhD or ABD preferred. Alternative career paths will be considered. Area of expertise should be in the social sciences or humanities. Teaching duties may include lecturing in an introductory course, plus offering courses at the senior undergraduate level. The Department of Native Studies offers Bachelor and Master of Arts programs, as well as a Special Case PhD program. The Department also publishes the scholarly journal, Native Studies Review. Candidates should submit a curriculum vitae, any supporting material they wish (such as publications), and arrange three letters of reference to be forwarded to Dr. James B. Waldram, Head, Department of Native Studies, 104 McLean Hall, 106 Wiggins Road, Saskatoon, SK, Canada, S7N 5E6. The deadline for applications and related material is March 31, 2000 or when the position is filled after that date. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status.

TRENT UNIVERSITY — Department of Native Studies invites applications for a tenure track position at the Assistant Professor level to commence July 1, 2000. The Department of Native Studies is a multi-disciplinary academic program. We welcome candidates with research and teaching experience in any one of the following areas: indigenous knowledge and philosophy, community development, politics, education, or health studies. Knowledge of an Aboriginal language would be an asset. Candidates should have a PhD but those with an ABD will be considered. The successful candidate will be expected to teach undergraduate courses and to participate in graduate seminars for students in the Canadian Studies-Native Studies Master's Program and/or Native Studies PhD Program. Applications including a curriculum vitae and three letters of reference should be sent to Dr. Peter Kulchyski, Chair, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8. The closing date for applications is April 15, 2000. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Aboriginal people are particularly invited to apply.

BRANDON UNIVERSITY — Faculty of Arts. The Department of Native Studies invites applications for a tenure track position in Historic Archaeology beginning August 1, 2000. Appointment to rank will be made according to the qualifications of the successful applicant. The Department is looking for applicants with expertise in the Historic Archaeology of the fur trade era. A research record in the Ethnohistory of the Subarctic and Northern Plains, and experience in Cultural Resource Management would be assets. Qualifications: PhD preferred, plus teaching experience. Salary: According to qualifications by rank Professor: $66,284 – $94,260; Associate Professor $52,918 – $76,907; Assistant Professor $40,288 – $59,827. Closing date: March 31, 2000 or when position is filled. Applicants should send their Curriculum Vitae and the names of three referees to: Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, Fax (204) 726-0473, email murray@brandonu.ca. This position is contingent upon funding. In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

NURSING

UNIVERSITY OF SASKATCHEWAN — College of Nursing Position: The University of Saskatchewan College of Nursing invites applications for a tenure-track position at the Assistant Professor level, starting July 1, 2000. Qualifications: The ideal candidate will have a doctoral degree and be eligible for nurse registration in Saskatchewan. Preference will be given to candidates with a focus in aboriginal and/or rural health. Teaching and clinical experience in one or more of the following would be an asset: Child and adolescent health, perinatal nursing, mental health, acute care, community health, management. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Academic Setting: The College of Nursing is one of six Health Sciences colleges in a research intensive university, offering unique opportunities for interdisciplinary research and practice. The College offers a four year collaborative baccalaureate program in Saskatoon and Regina, a two year distance program for diploma-prepared nurses, and a master of nursing program. The College is also active in continuing nursing education and has an access program for students of aboriginal origin. Responsibilities: Faculty are expected to teach in the classroom and clinically in the graduate and undergraduate programs and to participate in research, scholarly work, and professional practice activities. Remuneration: We offer a salary at the Assistant Professor level and an excellent benefits plan, as well as a research start-up grant for new faculty. Employment Equity: The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities. How to Apply: Applicants are invited to send a curriculum vitae and the names of three referees to: The Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada S7N 5E5. Closing date for applications is April 30, 2000.

THE UNIVERSITY OF WINDSOR invites applications for a number of limited-term positions. Visit our web site for information -www.uwindsor.ca/facultypositions- or contact Dr. B. Horsburgh, Director, School of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519-253-3000, Ext 2259, Fax: 519-973-7084, Email: bethy@uwindsor.ca

NUTRITIONAL SCIENCES

UNIVERSITY OF TORONTO — Department of Nutritional Sciences. Applications are invited for the position of Director of the M.H.Sc. Program in Community Nutrition and Lecturer in the Department of Nutritional Sciences, Faculty of Medicine, University of Toronto. Applicants should have a Master's, or, preferably, a Doctoral degree, in community/public health nutrition with relevant professional experience. Teaching experience is desirable. Membership in Dietitians of Canada and registration with the College of Dietitians of Ontario is required. Responsibilities include leadership, teaching and administration of the M.H.Sc. Program in Community Nutrition. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, with the names of three referees to: Dr. Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, FitzGerald Building, 150 College Street, Toronto, Ontario, Canada M5S 3E2. Application deadline is April 30, 2000. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OPHTHALMOLOGY

MCGILL UNIVERSITY — The Department of Ophthalmology, McGill University, invites applications for an appointment at the level of Assistant Professor (with the possibility of tenure). We are seeking a candidate with a PhD and with experience in psychophysical investigation of normal visual function. The successful candidate should have a strong publication record in the areas of normal motion processing, binocular vision and eye-movement recording. Some experience in the application of psychophysics to brain imaging (fMRI) would be an advantage. Expertise is required in computer programming and in particular in computer graphics relevant to the above research area. The duties of the successful candidate will be 1. to develop their ongoing research and 2. To contribute to the teaching and administration within the department. An application should include a curriculum vitae and three letters of reference, sent to Chair of the Search Committee, Dr. M Bunnel Jr. MD, Chairman, Department of Ophthalmology, McGill University, 687 Pine Ave W(Room H7-53), Montreal, Canada, H3A 1A1. Applications by May 1st. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill is committed to equality in employment.

PARASITOLOGY

MCGILL UNIVERSITY — Molecular Parasitology. The Institute of Parasitology of McGill University invites applications for one position at the level of assistant professor (tenure track) from individuals who apply molecular approaches to the study of parasitic protozoa or helminths. The Institute of Parasitology offers M.Sc. and Ph.D degrees and a Graduate Certificate in Biotechnology and has strong, internationally recognized research programs in biochemistry, immunology, molecular biology and ecology of parasites which are conducted in our modern research complex. We are expanding our strength in molecular biology of parasites transmitted by vectors. Hence, candidates with experience in molecular approaches to infections such as malaria, trypanosomiasis, leishmaniasis, filariasis, or onchocerciasis are particularly encouraged to apply. The successful applicant will be expected to develop a strong, internationally competitive research program involving graduate students and post-doctoral fellows, to participate in collaborative research within and outside the Institute of Parasitology, and to participate in teaching at both the graduate and undergraduate level. Applications should include a full curriculum vitae including a complete list of publications, a statement of research interest, and the names of three individuals who have agreed to provide letters of reference. Address applications to Director, Institute of Parasitology, McGill University (Macdonald Campus), 21,111 Lakeshore Road, Ste-Anne de Bellevue, Quebec H9X 3V9 Canada. Effective date of appointment will be July 1, 2000. The deadline for applications is March 24, 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. For further information on the Institute of Parasitology and the requirements for the position see http://parasitology.mcgill.ca or contact Dr. Marilyn Scott, Director. Email: marilyn@parasit.lan.mcgill.ca, Tel (514) 398-7722; Fax (514) 398-7857

PATHOBIOLOGY

UNIVERSITY OF GUELPH — Poultry Pathobiologist. In concert with an initiative supported by the Poultry Industry Council, the Department of Pathobiology, Ontario Veterinary College, University of Guelph, announces the availability of a tenure-track faculty position, at the Assistant or Associate Professor level. The successful candidate will have a degree in veterinary medicine and PhD, DVSc, or equivalent advanced education in veterinary pathology, microbiology, or related disciplines, with demonstrable research potential in the pathology and/or pathogenesis of diseases important to the poultry industry. Duties encompass teaching topics relevant to poultry health in undergraduate and graduate programs, including facilitation of experiential learning by participation in the related activities of the University's diagnostic laboratory. A major responsibility will be development of an extra-murally funded research program, appropriate for graduate and postdoctoral student education, and relevant to the poultry industry of Ontario. The opportunity is also available for collaboration within the CFI funded program in food safety. Candidates should be eligible for licensure to practice veterinary medicine in Ontario. In addition, certification or eligibility for certification by a recognized specialty board, such as the ACVP or ACVM will be viewed positively. It is expected that the successful candidate will collaborate with others in the poultry research team on campus and it is essential that she/he communicate effectively with the poultry industry. Willingness to be an active member of the Department, College, University, and scientific communities would be also be expected. The Department has interests in mammalian and comparative pathology, veterinary infectious diseases, and immunology. Faculty have established research programs in a variety of areas funded through provincial, federal, and industrial sources and the Department has an excellent infrastructure to support animal research. Salary is negotiable and commensurate with qualifications. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore, particularly encourage applications from qualified abo-

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CODE

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University of Ottawa

Professor in Violin

Faculty of Arts, Department of Music

Applications are invited for a full-time tenure-track position in violin, which will be available **July 1, 2000**, at the assistant professor level.

Candidates must have a doctorate or performance equivalent and be fluently bilingual, able to give instruction in both French and English.

The Department offers three undergraduate degrees (B. Mus.; B.A.Concentration; B.A. Honours) and a Master's degree (M.Mus.) in musicology, theory, or performance (chamber music).

Although initial responsibilities will involve teaching largely at the undergraduate level, the candidate will be expected to qualify for teaching students in the masters degree program. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy and strongly encourages applications from women.

Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by **March 15, 2000**, to:

Cynthia Floyd, Interim Chair
Department of Music, University of Ottawa
50 University, Ottawa ON K1N 6N5

Faculté des arts / Faculty of Arts — Université d'Ottawa / University of Ottawa

Université d'Ottawa

Professeur(e) pour l'enseignement du violon

Faculté des arts, Département de musique

Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à temps-complet menant à la permanence pour l'enseignement du violon. Date d'entrée en fonction : **le 1er juillet 2000**.

La personne choisie aura terminé son doctorat ou l'équivalent. Elle sera bilingue (anglais et français), et devra enseigner dans les deux langues officielles.

Le Département offre trois programmes au premier cycle (B.A. concentration ; B.A. spécialisation; B.Mus.) et une maîtrise (M.Mus.) en musicologie, théorie, ou en interprétation (musique de chambre).

La charge professorale comprendra principalement l'enseignement des cours instrumentales pour violon ; cependant, on s'attend à ce que la personne choisie puisse s'intégrer à un programme de maîtrise. Le salaire sera déterminé en conformite avec la convention collective.

Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à presenter leur candidature.

Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant **le 15 mars 2000** au :

Cynthia Floyd, Directrice intérimaire
Département de musique, Université d'Ottawa
50 Université, Ottawa ON K1N 6N5

Faculté des arts / Faculty of Arts — Université d'Ottawa / University of Ottawa

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riginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for applications is May 1, 2000 or until a suitable candidate is found. Please send a complete curriculum vitae and the contact information for three references to: Dr. Patricia E. Shewen, Chair, Department of Pathobiology, University of Guelph, Guelph, Ontario N1G 2W1 Canada. FAX: 519 824 5930, email: pshewen@uoguelph.ca. The appointment is subject to final budgetary approval.

PHARMACOLOGY & THERAPEUTICS

UNIVERSITY OF MANITOBA — The Department of Pharmacology and Therapeutics, Faculty of Medicine, University of Manitoba, invites applications for two full-time contingent faculty positions at the rank of Assistant Professor in the rapidly developing Neurodegenerative Disease Research Group at the St. Boniface General Hospital Research Centre commencing September 1, 2000 or as soon thereafter as possible for a three-year period. Applicants should have a M.D. and/or PhD degree in any of the medical sciences with at least 3 years of postdoctoral experience in molecular biology, signal transduction and/or developmental neuroscience. The candidates are expected to establish independent research programs in the area of neurodegenerative disease, collaborate with other members of the Group, and teach undergraduate, graduate and medical students. Salary will be commensurate with experience and qualifications. The salary range is from $42,524 – $65,040. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send your resume and statement of research goals, and arrange for three letters of reference to be forwarded directly to Dr. J.D. Geiger, Director, Neurodegenerative Disease Research Group, St. Boniface Research Centre, 753 McDermot Avenue, Winnipeg, Manitoba, Canada, R3E 0T6. Closing date for receipt of applications is March 31, 2000

PHILOSOPHY

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Early Modern Philosophy. Visit our web site for information (www.uwindsor.ca/facultypositions or contact Dr. Bruce Tucker, Head, History, Philosophy, & Political Science, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 2347, Fax: 519-973-7094, Email: tucker1@uwindsor.ca

PHYSICAL EDUCATION

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a ten month term appointment in Physical Education at the Assistant Professor level, effective September 1, 2000. Duties will be limited to teaching courses in elementary and secondary physical education methods and contributing collaboratively to curriculum development. Applicants should preferably possess a doctorate in Education with a major in physical education and kinesiology and relevant school and university teaching experience. The University is committed to employment equity. Members of the Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. Applications should include a current c.v., evidence of successful teaching, and the names of at least three referees and be sent to Dr. R.D. Fram, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1 Canada, Phone 306-966-7559, Fax. 306-966-7658, E-mail. ralph.fram@usask.ca. Closing date for applications March 30, 2000

PHYSICAL EDUCATION, RECREATION & ATHLETICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND —School of Physical Education, Recreation, and Athletics. Applications are invited for one full-time, two-year contract appointment at the Assistant Professor level in the School of Physical Education, Recreation and Athletics, Memorial University of Newfoundland. The School of Physical Education, Recreation and Athletics offers four outstanding degree programs. Bachelor of Physical Education (Co-operative), Bachelor of Recreation (Co-operative), Bachelor of Kinesiology (Co-operative), and a Master of Physical Education. The Recreation degree combines theoretical and practical coursework in recreation and leisure studies, an optional international study experience, and three co-operative work term experiences. Students and faculty in the School of Physical Education, Recreation and Athletics have access to many facilities for research, teaching, and recreation including a strength and conditioning centre, a 50 metre pool, a watersports facility, and a new fieldhouse complex slated for completion in 2001. Recreation and Leisure Specialist: The successful candidate will have a PhD in recreation, leisure, or a related academic discipline and have experience in teaching and research at the university level. The successful candidate will be expected to pursue a course of active research. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: recreation administration, facility management, strategic planning, entrepreneurism, recreation delivery systems, tourism, aging, and disability. Salary will be in accordance with the university's collective agreement, is based on qualification and experience and will be within range of $35,192 to $49,182 (currently under negotiation). Applications will be accepted until the positions are filled. Review of applications will begin April 1, 2000. Applications received before this date will be assured of consideration. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. A curriculum vitae and the names of three referees should accompany letters of application. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

PHYSICS

ACADIA UNIVERSITY — The Department of Physics at Acadia University invites applications for a three-year replacement position (Position #21003.66R and #21001.33R) at the rank of Assistant Professor, effective 1 July 2000. Applicants must possess a PhD by the date of appointment with a commitment to excellence in research and undergraduate teaching. The Department of Physics is a leader in studio-based learning which takes place in a technology enriched teaching environment under the University's Acadia Advantage initiative. The successful candidate will be expected to participate in this program. (For more information about the Acadia Advantage initiative, see our web site at http://acadiau.ca) The candidate should be able to successfully deliver a variety of undergraduate physics courses; teaching interests in the area of electronics and instrumentation would be considered an asset. Since there is no graduate program in Physics at Acadia, a component of the individual's research would involve the training of undergraduate students. Research interests in an area which would take advantage of the facilities available in the Centre for Microstructural Analysis would be preferred. Instrumentation in the Centre includes state-of-the-art STM/AFM, FTIR, SEM, TEM and confocal microscopes. Current research interests in the department are in areas of solid-state physics with an emphasis on structural characterization of materials using TEM and STM techniques. Applicants should submit a letter of application, a complete curriculum vitae and arrange for three letters of reference to be sent to: Dr. Craig Bennett, Chair, Selection Committee, Department of Physics, Acadia University, Wolfville, NS B0P 1X0. (The names, telephone numbers and addresses of the referees should be included with the application). The deadline for receipt of applications and letters of reference is 24 March 2000. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

PHYSIOLOGY

QUEEN'S UNIVERSITY — The Department of Physiology (http://meds.queensu.ca/medicine/physiol/) invites applications for a tenure-track position in Physiology at a level (Assistant to Full Professor) appropriate to the candidate's experience. Candidates should have expertise in Cardiopulmonary Physiology or Neuroscience. Requirements include a PhD or MD degree, outstanding scholarship, a strong record of achievement and the potential to attract external funding. Applicants at the Associate level will be expected to hold national research funding and display strong potential to obtain career awards at the national or provincial level. The Department's current research strengths lie primarily in neuroscience and cardiopulmonary physiology, and candidates should preferably complement these strengths. Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Kingston is a vibrant community of approximately 150,000, which is situated on the shores of Lake Ontario at the mouth of the St. Lawrence River. The University and the region offer an outstanding academic and community environment. (http://www.queensu.ca) In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applicants from all qualified candidates including women, aboriginal people, people with disabilities, visible minorities, gay men and lesbians. The deadline for applications is April 15, 2000. Applicants should forward a copy of the curriculum vitae and names of three referees to: Dr. A.V. Ferguson, Professor and Head, Department of Physiology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

POLITICAL SCIENCE

UNIVERSITY OF VICTORIA — The Department of Political Science at the University of Victoria invites applications for two or more sessional positions in the Fall of 2000 and Spring of 2001. The Department has up to 14 one-term undergraduate courses available in Comparative, Developing, International Relations, and Political Theory. Applicants should indicate the specific field of which they are applying. Applicants should have a completed PhD or be ABD and they should have teaching experience. The salary is based on a fixed scale. These positions are subject to final budgetary approval. The Department is strongly committed to excellence and equity and to increasing the diversity of approaches. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are encouraged to apply. The closing date for applications is May 17, 2000. Applications, including a curriculum vitae, should be sent to: Professor James Tully, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, STN CSC, Victoria, B.C., V8W 3P5. Applicants should ask three referees to send letters of reference to the Chair.

POLITICAL STUDIES

UNIVERSITY OF SASKATCHEWAN — The Department of Political Studies at the University of Saskatchewan invites applications for a limited term appointment (which may be extended for a second year) at the Assistant Professor level. The successful candidate will be qualified to teach some of the following areas: Introductory Politics, International Relations, International Organization and Comparative Politics. The appointment is effective for the 2000 – 2001 academic year. Candidates are expected to have or be close to completing a PhD. Teaching experience and publications are desirable. Applications, including a curriculum vitae and three letters of reference should be sent to Dr. David E. Smith, Head, Department of Political Studies, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK S7N 5A5. Closing date for receipt of applications is April 30, 2000. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status.

POPULATION MEDICINE

UNIVERSITY OF GUELPH — Poultry Epidemiologist. In concert with an initiative supported by the Poultry Industry Council, the Department of Population Medicine, Ontario Veterinary College, University of Guelph, announces the availability of a tenure-track faculty position at the Assistant or Associate Professor level for a Poultry Epidemiologist. The successful applicant will have a DVM degree or equivalent and training to the PhD level in epidemiology. Candidates should be eligible for licensure to practice veterinary medicine in Ontario. It is expected that the successful candidate will collaborate with others on the poultry research team on campus and it is essential that the candidate communicate effectively with the poultry industry. The major focus of the position will be to develop a field-oriented poultry research and teaching program at the veterinary college. This program will be developed in collaboration with industry and University personnel. Salary is negotiable and commensurate with qualifications. The University of Guelph is committed to an Employment Equity Program which includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for applications is May 1, 2000 or until a suitable applicant is found. Please send a complete curriculum vitae and the contact for three references to Dr. Carl Ribble, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1; Fax. (519) 763-8621, Email: cribble@uoguelph.ca. This appointment is subject to final budgetary approval.

PSYCHOLOGY

SIMON FRASER UNIVERSITY — The Department of Psychology at Simon Fraser University is seeking a Limited Term Assistant Professor in the area of Law and Forensic Psychology. The term of the appointment is one year, with the possibility of renewal, commencing on September 1, 2000. Candidates should have a PhD and a record of research productivity and teaching. Qualified candidates are invited to send a c.v., cover letter, supporting documentation, and three letters of reference by April 14, 2000 to Dr.

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne ou à moins que l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire est son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tél: (202)737-5900.

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AD DEADLINES 1999-2000

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.*

ISSUE	CLASSIFIED	DISPLAY
September	August 5/99	August 12/99
October	September 7/99	September 14/99
November	October 8/99	October 15/99
December	November 5/99	November 12/99
January	December 3/99	December 10/99
February	January 7/00	January 14/00
March	February 7/00	February 14/00
April	March 6/00	March 13/00
May	April 7/00	April 14/00
June	May 5/00	May 12/00

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DATES LIMITES 1999-2000

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	5 août 1999	12 août 1999
Octobre	7 septembre 1999	14 septembre 1999
Novembre	8 octobre 1999	15 octobre 1999
Decembre	5 novembre 1999	12 novembre 1999
Janvier	3 décembre 1999	10 décembre 1999
Fevrier	7 janvier 2000	14 janvier 2000
Mars	7 février 2000	14 février 2000
Avril	6 mars 2000	13 mars 2000
Mai	7 avril 2000	14 avril 2000
Juin	5 mai 2000	12 mai 2000

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite

LE BULLETIN DE L'ACPPU

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William R Krane, Department Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6 This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants

UNIVERSITY OF MANITOBA — The 35-member Department of Psychology at the University of Manitoba offers a full-time, tenure-track appointment in Behavioural Neuroscience at the Assistant Professor level (subject to budget approval), beginning on July 1, 2000. We seek an individual committed to excellence in research and in teaching, who has a demonstrated record of active scholarship, including grantability (current grant holder or strong potential for extramural funding) and successful classroom instruction in any of several areas of behavioural neuroscience (to complement existing departmental expertise in cardiovascular psychophysiology, developmental psychobiology, experimental neuropsychology, and neural modelling). These areas include, but are not limited to, behavioural genetics, behavioural endocrinology, psychoneuroimmunology, functional brain imaging, psychobiology of learning and memory, or some combination. Persons working with either humans or animal models in behavioural neuroscience are encouraged to apply. The successful applicant will be expected to establish and sustain an active research program in his or her area of expertise, to supervise/mentor both undergraduate and graduate students in research, to contribute to undergraduate and graduate teaching in the department, to participate in departmental governance and other university service, and to catalyze interdisciplinary synergy within the Department. The Department offers an excellent environment for research and teaching and in Fall, 2000, will be offering both B.A. and B.Sc. degrees. Facilities pertaining to behavioural neuroscience, as well as information on the Department, University, and the city of Winnipeg, can be found on our website at www.umanitoba.ca/faculties/arts/psychology. Qualifications: PhD required in Behavioural Neuroscience or Psychobiology. Strong teaching, research, and publication record in behavioural neuroscience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The 2000 – 01 salary range for this position is $42,524 – $53,000. Salary will be commensurate with experience and qualifications. Applications should include a curriculum vitae, 3 letters of reference, and a brief statement of research and teaching interests and should be directed to: Dr. H.J. Keselman, Acting Head, Department of Psychology, Chair, Behavioural Neuroscience Search Committee, 190 Dysart Road, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2, Phone 204-474-6378, Fax: 204-474-7599, E-mail: kesel@cc.umanitoba.ca. Closing date for applications is March 31, 2000

UNIVERSITY OF NEW BRUNSWICK — The Department of Psychology, University of New Brunswick (Fredericton Campus) invites applications for two approved Tenure-Track Positions at the rank of Assistant or Associate Professor in any area of Experimental Psychology eligible for NSERC support. Priority will be given to candidates with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. Candidates should have a strong commitment to undergraduate and graduate teaching and training within our B.Sc., B.A., and PhD programs. Expertise in teaching both lecture and laboratory courses is an asset. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and arrange to have sent three letters of reference to: Richard Nicki, Chair, Department of Psychology, University of New Brunswick, Fredericton, NB E3B 5E4 Phone (506) 458-7803; Fax (506) 447-3063, e-mail: nicki@unb.ca. The University of New Brunswick is committed to the principle of employment equity in accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start February 1, 2000, and will continue until positions are filled.

MCGILL UNIVERSITY — School/Applied Child Psychology. Tenure-track, starting September 1, 2000, January 1, 2001, or September 1, 2001, as Assistant Professor in an APA-accredited School/Applied Child Psychology program. The appointment requires demonstrated clinical skills, eligibility for license as psychologist, and scholarly achievement in a relevant area of research. A background in school psychology, or related area of professional psychology (e.g., counseling or clinical) with a strong emphasis on children or adolescents, is essential. McGill University is committed to equity in employment, and encourages applications from both women and men, persons with disabilities, members of visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send a cover letter, curriculum vitae, and samples of recent academic writing to the search committee. Also, three letters of reference should be sent directly to the Committee. Applicants and referees should explicitly address our expectations for excellence in research, teaching, clinical skills, supervision, and leadership. Review of applications will begin April 3, 2000 and continue until the position is filled. Address applications to the School Psychology Search Committee, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2. Inquiries: Prof. Bruce M Shore, Chair and Program Director, tel. (514) 398-4242, Fax: 398-6969, e-mail: shore@education.mcgill.ca (http://www.education.mcgill.ca/sp).

SOCIAL WORK

UNIVERSITY OF VICTORIA — Child Welfare. The University of Victoria, School of Social Work, has university approval to introduce a child welfare specialization within the BSW degree, funding approval is pending. Applications are invited for a tenure-track position at the rank of Assistant Professor to commence on July 1st, 2000. The primary focus of this position will be on child welfare teaching, research and community service. The School of Social Work offers the BSW degree through on-campus and distance education and the MSW degree through an on-campus multidisciplinary program. The School is developing a revised mission statement that focuses on social justice and anti-oppressive social work practice. Applicants are sought who have: A commitment to the child welfare field as evidenced by research and professional activity. Recent social work practice experience in child welfare. Current knowledge of qualitative research methods and social work theory/practice. A commitment to teaching across diversity. An understanding of anti-racist, anti-oppressive, anti-colonial practice, pertaining to child welfare. Excellent interpersonal/communication/organizational skills. A social work degree and a PhD degree completed or in progress, and, Evidence of teaching ability. The successful candidate may contribute to our School in a number of ways: Teach, supervise practicum and provide academic advising for students in the undergraduate and graduate programs, with a particular emphasis on child welfare courses. Undertake research on child welfare and teach and supervise MSW students. Bring their professional experience of diversity to the school. Relate to and be sensitive to students and their diversity. Be willing to teach a variety of courses through an array of delivery modes. Work collaboratively following a consensus-based model. Develop curricula for delivery of on-campus and distance education courses. Participate in the university and larger community. Please submit a curriculum vitae and the names of three referees to Andrew Armitage, PhD, Director, School of Social Work, University of Victoria, PO Box 170, Victoria, B.C., V8W 2Y2, Fax 250 721-6228; Phone. 250 721-8333. Deadline for applications is March 31st, 2000. Appointment is subject to child welfare specialization funding approval. The University of Victoria is an equity employer. Persons with disabilities, visible minorities, Aboriginal peoples and people of minority sexual orientation are encouraged to apply and in consideration of the School's Equity Plan, are invited to identify themselves in their applications.

SOCIOLOGY

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology seeks applications for a tenure-track position (subject to budgetary approval) at the assistant professor level in the areas of contemporary social theory and research methods. The successful candidate will be expected to enhance the department's core offerings in these areas and have an active research program, or the demonstrable potential to develop such a program, with a superior theoretical and/or methodological component. PhD required at the time of appointment. Starting date is July 1, 2000. Please send a cover letter, curriculum vitae, three letters of reference, one sample publication, and documentation of teaching competence by April 17, 2000, to Dr Andrew Lyons, Acting Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, 75 University Avenue West, Waterloo, ON N2L 3C5. Phone. (519) 884-1970; fax: (519) 883-0969, email: alyons@wlu.ca. The University is committed to employment equity and encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in Criminology. Visit our web site for information <www.uwindsor.ca/facultypositions> or contact Dr. L. Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext 2190, Fax: 519-971-3621; Email: lynnep@uwindsor.ca

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Sociology. Applications are invited for a contractual replacement position for 16 months at the rank of Lecturer or Assistant Professor, effective September 1, 2000, subject to budgetary approval. The person appointed should have expertise and be prepared to teach in at least two of the following areas: Introductory sociology; criminology; families. An expertise in Canadian society and/or economy and society would also be an asset. The closing date for the application is March 31, 2000. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. Applicants should mail or fax (709-737-2075) their curriculum vitae, two examples of their written work, either published or unpublished (at least one of which is single authored) and the names of three referees to: Stephen Crocker, Chair of Recruitment Committee, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; berocker@morgan.ucs.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UROLOGY

MCGILL UNIVERSITY — Endourologist. The McGill University, Division of Urology, is seeking a full-time faculty member to join an established academic practice of 16 urologists. The candidate will be part of an established practice plan. Candidates must be certified urologists and have completed a minimum of 2 years post-residency training and have special interests and training in endourology. Experience in medical treatment of stone disease, laparoscopic techniques, epidemiology, medical ethics or medical education are an asset. Candidate will be actively involved in teaching and research (clinical or basic). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Contact: Dr. Mostafa Elhilali, Tel: (514) 842-1231 ext. 5489, FAX (514) 843-1552, E-Mail: judy.voldstz@muhc.mcgill.ca; Address: 687 Pine Ave. W, S6.95, Montreal, Quebec H3A 1A1

VISUAL COMMUNICATION DESIGN

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN invites applications for a Regular Full-Time Appointment at the rank of Assistant Professor, Communication Design Program, in the Design Division, commencing July 1, 2000. Subject to budgetary and final approval by the Board of Governors, this is a three-year appointment, renewable for continuing appointments. The successful applicant will teach courses in the areas of information, typographic and graphic design, supervise student projects on both undergraduate and graduate levels. She will participate in curriculum development and be expected to contribute to the program at all levels. Extensive background experience in the field of visual communication design with expertise in both digital and traditional media applications is required. Applicants will have a graduate degree in design, with concentration on information, typographic and graphic design, and extensive professional work experience and a minimum of two years successful post-secondary teaching experience. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. This notice is directed to Canadian citizens and permanent residents of Canada. Recruitment and hiring practices are in accordance with Article 6 of the Collective Agreement between the Faculty Union and the Board of Governors which is committed to non discrimination. Applications should include a current curriculum vitae, a documentation of current work, statement of teaching philosophy, and the names and addresses of three references. Please direct applications to: Office of the Vice-President (Academic), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, NS, B3J 3J6 Application deadline March 31, 2000.

WOOD SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Wood Science is seeking candidates for two tenure-track Instructor, Assistant Professor or Associate Professor positions in the fields of Industrial Engineering and Secondary Wood Products Manufacturing. The Faculty of Forestry at UBC has established a new Wood Products Processing degree program and maintains the national Centre for Advanced Wood Processing (CAWP) to prepare graduates for careers in Canadian primary and secondary wood products industries. The CAWP maintains an Advanced Wood Products processing laboratory to support education programs and deliver continuing education, extension and applied R&D to the secondary wood products industry. The successful candidates will be appointed as Faculty Associates in the CAWP Industrial Engineering. The appointee for the Industrial Engineering position will deliver undergraduate courses including Industrial Engineering, Job Costing & Engineering Economics and Quality Improvement and will implement an applied research and extension program relevant to the secondary wood products manufacturing industry. The dual candidate will have a good knowledge of general manufacturing technology, work-study methods and operations research. Experience with cost accounting, finance and quality control methods used in wood products manufacturing would be an asset. Individuals with state-of-the-art Industrial Engineering experience but without the desired wood industry experience are also encouraged to apply. If such a candidate was selected an intensive industry-training program would be developed for the individual. Secondary Wood Products Manufacturing: Knowledge of state-of-the-art Secondary Wood Products Manufacturing experience is required. The appointee will teach courses including Wood Products Manufacturing, Advanced Wood Products Manufacturing, and Furniture Design & Construction. Persons with such industrial experience but without a Ph.D. are encouraged to apply for an Instructor position and would also teach a Practical Wood Working course. Salary will be commensurate with qualifications. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Program information is available on our web sites: www.wood.ubc.ca and www.cawp.ubc.ca. Applications containing a Curriculum Vitae and the names of at least three references should be mailed or faxed before May 1, 2000. Dr. Jack Saddler, Head, Department of Wood Science, 4th Floor, Forest Sciences Centre, 4041-2424 Main Mall, Vancouver, B.C. Canada V6T 1Z4, Fax. (604) 822-9104, Phone: (604) 822-9741, Email: saddler@interchange.ubc.ca.

ACCOMMODATIONS

TWO-MONTH SUBLET (May - June, exact dates negotiable) Furnished, large, bright, 2 bedroom duplex suite, with hardwood floors, fireplace, huge yard, on bus route, 5 min. drive to Simon Fraser University, Burnaby, BC, walking distance to stores, pubs, golf course and play ground. Must be NS and quiet, with no pets. Contact: Dr. Rob Houtman or Ann Rahme, tel. 604 420-1315, email: houtman@pac.dfo-mpo.gc.ca or rahme@sfu.ca

OTTAWA — 4 bedroom/3 storey — fully furnished house, air conditioning, garden, garage on Ocean side of the Ottawa river. Bike path to Ottawa U and Carleton U. 10 kms from downtown. 5 min — walk to beach. Non smoking, no pets. $1,000 plus utilities. Available May and June, 2000. Email to: pbelang@uottawa.ca or (613) 684-0981

HOUSE FOR RENT — 3 Bedroom. Fully remodeled character home 10 minutes from UBC. Available Sept. 2000 till April/May 2001. $2400/month. Contact: Chris Clark, 604-822-4324 or dcc@interchange.ubc.ca

VANCOUVER, West Point Grey 3 - 4 BR furnished home at UBC gates, 5 min drive from campus. Avail approx. mid-July 2000 to early August 2001. For full details email kenneth.leeder@ubc.ca.

FOR SALE — Nature lover's dream near U of Manitoba campus, Winnipeg. 17 acres of secluded, treed, river property. 2700 sq ft custom home. Rod Peeler Re/Max (204) 477-0500

SABBATICAL RENTAL Attractive 2 bedroom townhouse in North Toronto. 10 min. from York, easy TTC to U of T. Fully furnished, parking, 5 appls., 1.5 baths. Non-smoking, no pets. $1400 plus utilities. Available Sept. 2000 – June or July 2001 email: sts@edu.yorku.ca or phone (416) 223-5279

EDINBURGH, SCOTLAND fully furnished 3-bedroom flat for rent from September 2000 to June 2001. Centrally located (New Town). All mod cons including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 (Trent University). Email: tchittick@trentu.ca* or *swbrown@trentu.ca*

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SABBATICAL RENTAL — Firenze/Italy. Historic Centre attractive one-bedroom apartment sleeps 2/4. Monthly (4 weeks) Lit 1,500,000 + util, weekly lit 700,000 (2 people) all incl. Spezzotti 011-39-055-245-739

Assistant/Associate Professor
School of Child and Youth Care

A tenure-track position is available at the Assistant or Associate Professor level effective January 1, 2001. The School of Child and Youth Care (SCYC) provides an applied baccalaureate degree (BA) on campus and distance education students, a distance cohort-based Master of Arts in Child and Youth Care, a graduate degree in theory and practice (MA) through the Faculty of Human and Social Development multidisciplinary graduate program, and PhD degrees by special arrangement. Through its First Nations Partnership Programs, SCYC also offers a Diploma in Child and Youth Care for students who successfully complete Aboriginal, Child and Youth Care community-based coursework.

The undergraduate degree prepares students to work with children, youth and their families in a wide range of practice settings (e.g. child welfare, child protection, early childhood care and education, residential care, infant development, family support, parent education, juvenile justice, hospital-based child life, recreation, school-based child, youth and family counseling, community mental health). Graduate degrees provide students with preparation to work as advanced practitioners and leaders in various organizations and community agencies, government departments and ministries, and as researchers, trainers, administrators and educators. Diploma graduates work effectively in child day care settings and also apply their skills and knowledge to a number of other child and youth care practice settings.

Applications are invited at either the Assistant or Associate level. The position is tenure-track, but applicants in mid-career may be considered for tenure upon hiring. Preference will be given to candidates with expertise in child and youth care focused, clinical and/or applied human developmental practice. Expertise in early intervention will also be an asset. The successful candidate must also be committed to excellence in teaching at both the graduate and undergraduate levels and to the development of an active program of research in the child and youth care field. A PhD is preferred.

Applicants should send curriculum vitae and the name of three referees by **April 30, 2000** to **Dr. Sibylle Artz, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2**, Ph. 250-721-6472; Fax 250-721-7218, Email: sartz@uvic.ca, Website: www.uvic.ca/cyc

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, others are invited and encouraged to apply and will become eligible if no appointment is made after a Canadian search is completed.

UVic UNIVERSITY OF VICTORIA

Department of Psychiatry **University of Toronto**

The Shirley Brown Chair in Women's Mental Health Research

The Department of Psychiatry, University of Toronto is conducting a search for the Shirley Brown Chair in Women's Mental Health Research. This is a newly endowed Chair of the Department of Psychiatry, University of Toronto, jointly supported by the Centre for Addiction and Mental Health and the Centre for Research in Women's Health of Sunnybrook and Women's College Health Sciences Centre.

The successful candidate must have strong leadership abilities in the field of women's mental health and be capable of taking on the role of Head of this program in the Centre for Research in Women's Health. This individual must have a capacity for a grand vision to function in a strong ambassadorial role with the public in education, fundraising and dissemination of knowledge.

This individual will foster an environment of cooperation and collaboration among Hospital groups and individual faculty and possess administrative skills to participate in planning of clinical and research programs including the setting of priorities and the introduction of new initiatives related to women's mental health. This individual should be an outstanding teacher with a strong record of scholarship and the ability to stimulate and nurture junior colleagues. He/she will be actively involved in developing fellowships in this area. It is expected that the individual will carry on his/her own research in the field.

This position is not limited to the field of psychiatry, but open to individuals with training and experience in any of the appropriate disciplines. The capacity to interact with and motivate clinicians while not necessarily being a clinician will be important.

Applicants should possess a Ph.D. and/or M.D., F.R.C.P.(C) in Psychiatry or equivalent and be eligible for a license to practice in the province of Ontario if a M.D. and should be eligible for academic appointment to the rank of Associate or Full Professor.

Please reply in confidence to: **Dr. Paul E. Garfinkel/Dr. Heather Maclean, Centre for Addiction and Mental Health — ARF Site, 33 Russell Street, 2nd Floor, Toronto, Ontario, Canada M5S 2S1** before **April 20, 2000.**

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

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00-4000 closes 1 pm March 31, 2000

Accounting Instructor
00-4002 closes 1 pm April 14, 2000

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.bc.ca or call our 24-hour Job Line (250) 741-2562.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WWW.MALA.BC.CA

Malaspina University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5

Executive Director

The Huntsman Marine Science Centre (HMSC) seeks an Executive Director effective July 1, 2000 or thereafter. As the major marine laboratory and field station in eastern Canada, the HMSC has two primary missions. It provides teaching and research support to its member universities in eastern Canada and oversees applied research through its Aquaculture division, its Atlantic Reference Centre and its management of the Atlantic Salmon broodstock program. The HMSC also provides educational experiences for non-university groups through its Aquarium and Public Education program. With a full-time staff of 20 and extensive collaborations with industry, universities and government, the Executive Director has a unique opportunity to advance the reputation of the HMSC as a centre of innovation in scientific and educational activities relating to coastal marine ecosystems.

The Board of Directors of the HMSC is seeking a dynamic academic with a background in the biological sciences. Aside from a strong research record in marine biology, aquatic ecology or aquaculture, applicants should possess program and management experience, an ability to attract grants and other funding, as well as strong interpersonal and communication skills. Letters of application, including a curriculum vitae and a brief summary of research interests, should be sent to **Dr. Paul Hebert, Chair, HMSC Search Committee, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1 Canada**

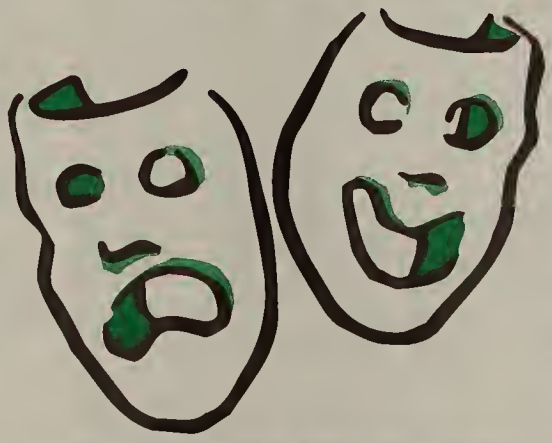
Applicants should also arrange for three letters of reference to be sent by the closing date of **March 31, 2000**

Huntsman Marine Science Centre

For additional details on the HMSC see www.mb.ca/huntsman

Pandering to the Dominant Ethos Means Death to Drama Studies

By HOLLY CRUMPTON & MAUREEN S.G. HAWKINS



Le théâtre est le genre dramatique le moins enseigné dans les départements d'anglais. Voilà la conclusion à laquelle les deux auteures de l'article sont arrivées après avoir analysé l'ensemble des cours de littérature anglaise des universités canadiennes. Historiquement perçu comme une sous-culture, puis victime des compressions budgétaires, le théâtre est le parent pauvre de l'enseignement de la littérature anglaise. Partant du principe que le théâtre est une forme d'art collectif, les auteures estiment qu'exposer les étudiants à ce qui les situe au sein de la collectivité devrait faire partie intégrante des arts libéraux.

WE academics rightly value our autonomy in curricular matters — after all, we are experts in our fields. Who should know better than we what should be included in our courses or curricula? That we may squabble about the fine points generally does not invalidate our sense that we have a shared understanding of our disciplines' needs, and we are usually quick to close ranks when outsiders want to poke their fingers in our disciplinary pies.

We sometimes tend, therefore, to forget two things: that our disciplines do not exist in isolation, that what we teach and how we teach it interacts with what is taught and how it is taught in other disciplines and helps to condition our world view and those of our students and our society; and that our shared understanding of our fields comes at least partly from similar academic backgrounds which have resulted in similar viewpoints — and similar blinders.

Instead, we celebrate our openness to new ideas and point proudly to the ways in which we have rethought our disciplines and the academy in the last 30 years in response to social changes that have made us recognize that our disciplines have incorporated ideological biases which have conditioned the kinds of questions we asked and answers we sought.

Nowhere is all of this truer than in English departments.

We have queried our definition of what literature is worthy to be studied, reworking, expanding, even chucking out the "canon" in order to incorporate the works and world views of women and minorities.

We have redefined the concept of "literature" itself, turning our attention to autobiography, film and popular culture.

We have looked to the humanities, social sciences, natural sciences and professional faculties to find new questions to ask of our newly redefined literature, and we have found new kinds of answers to seek.

In the process, we've accelerated the demise of the study of one of the three traditional major genres of English literature: drama.

Even before the recent changes in the discipline, dramatic literature (except for Shakespeare) was a bit of a poor relation in English departments. When English became a university discipline in the nineteenth century, melodrama's heyday, dramatic literature (save for Shakespeare) was perceived as low culture and hence unworthy of scholarly attention.

Generations of academics, teaching what they were taught and ignoring what they were not taught, have perpetuated what has been called an "unacknowledged genre hierarchy" and the ideological biases implicit in it even as they have begun to attack those biases by opening the canon and enlarging the definition of literature.

However, in recent years, financial cutbacks and new areas of study have crowded out older genre-based courses, especially drama. The resulting reduction in lower-level dramatic literature courses has led to reduced enrolments in upper-level courses in the genre, which has led to further reductions in offerings in an age in which the economics of running a university mandate full, preferably large, classes.

Economic changes in the publishing industry and the reduced demand for plays consequent on fewer courses have led to fewer, more expensive published play texts, further restricting the teaching of dramatic literature — and thus reinforcing the ideological biases implicit in the genre hierarchy.

Because of the perpetuation of those ideological biases all of us in academia should be concerned about the demise of dramatic literature as a locus of study in Canadian university English departments.

Drama, by its very nature, is an interactively communal art form. Through a cast of actors, functioning communally, it addresses the audience, drawn together, on communal issues. This forces us to react interactively with both the cast and the rest of the audience, which encourages us to think of ourselves as members of a community, rather than as isolated individuals.

Since the invention of the printing press permitted the solitary experience of poetry and the development of prose fiction, this cannot be said of the other two major genres.

We live in an age of anomie, conditioned by an individualist ethos rooted in the Reformation, theorized in the eighteenth century, valorized by the Romantics, and, some might say, gone berserk in our own day.

The individualist ethos encourages such socially dangerous acts as attempts to privatize or abolish social services (including higher education) or put them on a user-pay basis which ignores the benefits the community as a whole derives from such benefits to individuals. The resulting anomie may foster the increasingly common random acts of violence our society is becoming prone to.

Human beings are social animals, but our societal ethos valorizes individual, competitive achievement, denies mutual responsibility, and isolates us from one another. By privileging genres that focus on individual over communal experience, we endorse that ethos.

Our claim that Canadian English departments privilege prose fiction and poetry over dramatic literature was, at first, a subjective impression, but our analysis of all courses offered by Canadian university English departments supports it. Even when film is included as dramatic literature and courses in which it is very unlikely that a given genre would be taught (the only category in which dramatic literature predominates) are included in each genre's totals, the disparity is significant.

We discovered that prose fiction must or may be taught in 36 per cent (2,967 courses), poetry must or may be taught in 35 per cent (2,915 courses) and dramatic literature must or may be taught in only 29 per cent (2,369 courses).

We reached these figures by categorising each course according to the following criteria for each genre: whether that genre constitutes the sole focus, a guaranteed aspect, a possible aspect, or an unlikely aspect of the course.

Besides the figures mentioned above, of particular concern is the sharp disparity between the number of courses which guarantee the inclusion of prose fiction (845) or poetry (899) and the number which guarantee the inclusion of dramatic literature (417).

The disparity in genre offerings may be greater than our findings suggest as we based our conclusions on university calendar descriptions. In many departments, not all courses listed in their calendars are regularly taught and not all topics listed in a calendar description will necessarily be taught. This is especially true if the topics are listed only as examples of possible course content.

In English departments, anecdotal evidence suggests that dramatic literature is the most likely genre to be eliminated from a course in which its inclusion is not guaranteed.

We complain that our students are unadventurous — they know what they like because they like what they know. In literature, what they know best is prose fiction, film and television. Part of this is because we know what to teach because we teach what we know. Trained by generations of scholars who accepted the "unacknowledged genre hierarchy," what we know best is prose fiction and poetry, though we pride ourselves on having become open to film, television and other forms of contemporary popular culture (of which we do not consider drama to be a form).

We are products of an educational system that evaluated us on individual achievement and encouraged us to valorize individual expression. Despite, often, our best conscious efforts to the contrary, we perpetuate the individualist ethos that underlies our educational system by our very choice of genres to teach — and then we complain bitterly that collegiality is nonexistent. We say our students, lacking any sense of responsibility to each other or to us, come to class unprepared and that our administrations fail to consult us while our governments and society refuse to recognize our contribution to societal well-being.

We would hardly be so foolish as to claim that increasing the proportion of English department offerings in dramatic literature and finding ways to increase enrolment in that area will magically restructure our society.

However, two functions of the liberal arts have always been to provide alternatives to the dominant ethos and to encourage the active consideration of such alternatives' potential for improving human life. In an age in which the dominant ethos is isolatingly individualistic, surely exposing our students — and ourselves — to studies which situate us within community should be a vital part of the liberal arts. ■

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